



Agenda
Monday, May 11, 2026, 6:30 PM

Work Session, 5:30 PM
Council Chambers Conference Room, City Hall, 114 North Broad Street, Salem, Virginia
24153

Regular Session, 6:30 PM, City Hall, 114 North Broad Street, Salem, Virginia 24153

WORK SESSION

1. Call to Order
2. New Business
 - A. Discussion Items
 - 1) Receive a presentation/update - Dr. Cynthia Morrow, Health Director, Roanoke City and Alleghany Health Districts
 - 2) Discuss a request by ABoone Real Estate, Inc. to amend Chapter 106 Zoning, Article III Use and Design Standards, Section 106-304.17(G)(4) Townhouse, of the CODE OF THE CITY OF SALEM, VIRGINIA pertaining to separation between townhouse groupings.
3. Adjournment

REGULAR SESSION

1. Call to Order
2. Pledge of Allegiance
3. Awards & Recognitions
 - A. **Salem High School - State Championship - Speech Team**

Consider the adoption of Resolution 1525 honoring the Salem High School Speech Team for winning the VHSL Class 4 State Championship.
 - B. **Salem High School - State Championship - Wrestling**

Consider the adoption of Resolution 1526 honoring Salem High School Wrestler Jake James for his VHSL Class 4 State Championship.

4. Consent Agenda

A. **Citizen Comments**

Comments from the public, limited to five minutes, on matters not already having a public hearing at the same meeting.

B. **Minutes**

Consider acceptance of the April 27, 2026, Work Session and Regular Meeting minutes.

C. **Financial Reports**

Consider acceptance of the Statement of Revenues and Expenses for the eight months ending February 2026.

5. Old Business

6. New Business

A. **Public Hearing for Lease of Property**

Hold a public hearing and consider the leasing of an approximate +/- 0.203 acre tract located in and owned by the City of Salem, Virginia, being Tax Map # 107-6-5.

B. **Public Hearing on the Effective Real Estate Tax Rate for Fiscal Year 2027**

Hold a public hearing on the effective real estate tax rate for Fiscal Year 2027.

C. **Tax Rates Resolution**

Consider the adoption of Resolution 1527 to levy the following tax rates for Fiscal Year 2027:

- a) Real Estate tax rate of \$1.16 per \$100 assessed valuation
- b) Personal property tax rate of \$3.40 per \$100 assessed valuation
- c) Machinery and tools tax rate of \$3.20 per \$100 assessed valuation

D. **Public Hearing on the Proposed Budget for Fiscal Year 2027**

Hold a public hearing on the City of Salem proposed budget for Fiscal Year 2027.

E. **Salem City Schools Budget**

Consider adoption of Resolution 1528 approving the Salem City Schools budget for Fiscal Year 2027.

F. **Review of budget adoption for Fiscal Year 2027**

Review of budget adoption for Fiscal Year 2027.

G. **Budget Appropriation Ordinances**

Individually consider on first readings the ordinances appropriating funds for:

(a) Fiscal Year 2027 City of Salem operating budget and approval of the Schematic List of Positions and Pay Scale for Fiscal Year 2027 and:

(b) Fiscal Year 2027 City of Salem capital budget and:

(c) Fiscal Year 2027 budget for Salem City Schools

7. Adjournment



Item #: 3.A.

AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SALEM,
VIRGINIA HELD AT CITY HALL

MEETING DATE: May 11, 2026

AGENDA ITEM: **Salem High School - State Championship - Speech Team**
Consider the adoption of Resolution 1525 honoring the Salem High School Speech Team for winning the VHSL Class 4 State Championship.

SUBMITTED BY: Rob Light, Assistant City Manager/Clerk of Council

SUMMARY OF INFORMATION:

This time has been set aside to recognize the Salem High School Speech Team for the achievement of winning the 2026 VHSL Class 4 State Championship.

FISCAL IMPACT:

N/A

STAFF RECOMMENDATION:

Staff recommends approval.

ATTACHMENTS:

1. HighSchoolResolution1525-Speech2026-Council



IN THE COUNCIL OF THE CITY OF SALEM, VIRGINIA, May 11, 2026:

RESOLUTION 1525

RESOLUTION HONORING SALEM HIGH SCHOOL 2026 SPEECH STATE CHAMPIONS

WHEREAS, with a great deal of pride and enthusiasm, the City of Salem champions the development of its young people by providing an array of opportunities in both the academic and sporting arenas; and

WHEREAS, throughout the years, our youth have excelled in both areas, bringing numerous accolades to the city and school division; and

WHEREAS, Head Coach Mark Ingerson guided another incredible Speech team at Salem High School to its 20th straight Virginia High School League state championship in March of 2026; and

WHEREAS, this championship set another all-time state record, this time for the most consecutive team championships in VHSL history for any athletic or academic squad; and

WHEREAS, the team's 30-15 title clinching victory over Lafayette was a testament to the team's depth as 12 students placed in the top 3 and accounted for 4 state titles out of 10 events; and

WHEREAS, the team was led by Senior Captain Bella Poarch who won her third individual state championship with 100 percent first place marks from the 6 judges in Serious Dramatic Duo; and

WHEREAS, Poarch's partner, 10th grader Tara Farrokhpoor, won her second individual title; and

WHEREAS, Senior Captain Parneet Gill won her first state title in Original Oratory; and

WHEREAS, Senior Brenasha Devlin captured her first state title in Prose; and

WHEREAS, Junior Dylan Hancock earned his first Speech State title in Impromptu Speaking; and

WHEREAS, Freshman Caden Smythers finished as runner-up in Storytelling; and

WHEREAS, Fellow 9th grader Tori Iverson was a runner-up in Dramatic; and

WHEREAS, Senior Luke Stovall came in 3rd place in Extemporaneous Speaking; and

WHEREAS, Senior Captain Lacey Stratton and Sophomore Zippy Elliott were 3rd in Humorous Duo.

WHEREAS, Senior Quinn Roudebush was 3rd in Poetry; and

WHEREAS, Sophomore Rosalie Botos finished 3rd in Prose; and

WHEREAS, Onyx Silver, Aly Ory, Ava Milton, Kimble Reynolds, and Charlotte Bain all supported the team by competing in the state tournament; and

WHEREAS, all of this was accomplished in the same month that Coach Ingerson was appropriately inducted into the Virginia High School League Hall of Fame; and


NOW, THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SALEM, VIRGINIA, that Council joins with the citizens of Salem in saluting the amazing achievements of this Speech squad, Head Coach Mark Ingerson, and Assistant Coaches Elliott Petry and Rachel Wurster;

BE IT FURTHER RESOLVED that a copy of this resolution be presented to the coaches and each team member and that a copy be placed on display at Salem High School.

Salem City Council:

John Saunders
Hunter Holliday
Randy Foley
Anne Marie Green
Renée Ferris Turk


Mayor, City of Salem

ATTEST: 
H. Rob Light Clerk of Council
City of Salem, Virginia



Item #: 3.B.

AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SALEM,
VIRGINIA HELD AT CITY HALL

MEETING DATE: May 11, 2026

AGENDA ITEM: **Salem High School - State Championship - Wrestling**
Consider the adoption of Resolution 1526 honoring Salem High School Wrestler Jake James for his VHSL Class 4 State Championship.

SUBMITTED BY: Rob Light, Assistant City Manager/Clerk of Council

SUMMARY OF INFORMATION:

This time has been set aside to recognize Salem High School Wrestler Jake James for his VHSL Class 4 State Championship.

FISCAL IMPACT:

N/A

STAFF RECOMMENDATION:

Staff recommends approval.

ATTACHMENTS:

1. HighSchoolResolution1526-Wrestling2026-Council



IN THE COUNCIL OF THE CITY OF SALEM, VIRGINIA, May 11, 2026:

RESOLUTION 1526

RESOLUTION HONORING SALEM HIGH SCHOOL 2026 WRESTLING STATE CHAMPION

WHEREAS, with a great deal of pride and enthusiasm the City of Salem champions the development of its young people by providing an array of opportunities in both the academic and sporting arenas; and

WHEREAS, throughout the years, our youth have excelled in both areas, bringing numerous accolades to the city and school division; and

WHEREAS, the high school wrestling program instills in its participants the significance of teamwork and creates accord and purpose among its participants and coaches; and

WHEREAS, Jake James distinguished himself, his school, and the entire community by being crowned a Virginia High School League State Wrestling Champion in Class 4 at 285 pounds; and

WHEREAS, James was particularly dominant in the 2026 State Tournament. He pinned three of his four opponents in the first period, and early in the second period; and

WHEREAS, the state title capped off an amazing year for the "Super Sophomore" who completed the season with an incredible 33 and 3 record with 30 victories by pin; and

WHEREAS, despite being just a 10th grader, James already has garnered statewide and national attention with his consistent and aggressive performances on the mat. In two years of varsity wrestling he has compiled a 65 and 7 record; and

WHEREAS, James led the Spartans in wins and pins this season as he became just the third VHSL State Wrestling Champion since Salem High School opened in 1977. Heavyweight Jake Semones, in 2011 and Derek Bush in 2024 are the only other Salem wrestlers to accomplish this feat; and

WHEREAS, along with Wrestling Coach Lawrence Van Liew, Jake James and his teammates have brought recognition to the Salem community and the high school by showcasing their skills against the top wrestlers in the Commonwealth; and


NOW, THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SALEM, VIRGINIA, that Council joins with the citizens of the City of Salem in saluting these amazing achievements during the 2025-26 Wrestling season.

BE IT FURTHER RESOLVED that a copy of this resolution be presented to Jake James and Coach Van Liew and that a copy be placed on display at Salem High School.

Salem City Council:

John Saunders
Hunter Holliday
Randy Foley
Anne Marie Green
Renée Ferris Turk


Mayor, City of Salem

ATTEST: 
H. Rob Light Clerk of Council
City of Salem, Virginia



CITY COUNCIL

MINUTES

Monday, April 27, 2026, at 6:30 PM

Work Session, 5:15 PM

Council Chambers Conference Room, City Hall, 114 North Broad Street, Salem, Virginia
24153

Regular Session, 6:30 PM, City Hall, 114 North Broad Street, Salem, Virginia 24153

WORK SESSION

1. Call to Order

A work session of the Council of the City of Salem, Virginia, was held in the Council Chambers Conference Room, City Hall, 114 N. Broad Street, Salem, Virginia, on April 27, 2026, at 5:15 p.m., there being present the following members of said Council to wit: Renée Ferris Turk, Mayor; Anne Marie Green, Vice-Mayor; Council members; Byron Randolph Foley, H. Hunter Holliday, and John Saunders (absent); with Renée Ferris Turk, Mayor, presiding; together with Chris Dorsey, City Manager; Rob Light, Assistant City Manager and Clerk of Council; Rosie Jordan, Director of Finance; Will Simpson, Assistant Director of Community Development/City Engineer; Sam Driscoll, Stormwater Manager; Derek Weeks, Chief of Police; Crystal Williams, Assistant to the City Manager; and Laura Lea Harris, Deputy Clerk of Council; Also present was Kristina Bryant, Senior Director/Rulo Strategies; and the following business was transacted;

Mayor Turk reported that this date, place, and time had been set in order for the Council to hold a work session; and

2. New Business

A. Discussion Items

1. Rulo Strategies - City of Salem Opioid Settlement Strategic Plan
2. Update on Stormwater Utility Advisory Committee - Will Simpson, Assistant Director of Community Development/City Engineer; Sam Driscoll, Stormwater Manager

Kristina Bryant, Senior Director, Rulo Strategies, presented an overview of the City of Salem Opioid Settlement Strategic Plan. Discussion was held and responses were provided to questions asked by members of Council. Council will review this information and come back at a subsequent meeting to adopt this Plan.

Will Simpson provided an update for Council on the progress of the Stormwater Utility Advisory Committee and a potential implementation timeline. Discussion was held and questions were asked by Council. Discussion was held on whether City facilities should be charged and Council requested that staff research what other localities were doing and provide them with this information.

3. Adjournment

There being no further business, Mayor Turk adjourned the meeting at 6:24 p.m.

REGULAR SESSION

1. Call to Order

A regular meeting of the Council of the City of Salem, Virginia, was called to order at 6:30 p.m., there being present the following members to wit: Renée Ferris Turk, Mayor; Anne Marie Green, Vice-Mayor; Council members: Byron Randolph Foley, Hunter Holliday, and John Saunders (absent); with Renée Ferris Turk, Mayor, presiding together with Chris Dorsey, City Manager; Rob Light, Assistant City Manager and Clerk of Council; Rosie Jordan, Director of Finance; Will Simpson, Assistant Director of Community Development/City Engineer; Clark Ruhland, Communications Specialist; and Jim Guynn, City Attorney.

2. Pledge of Allegiance

3. Awards & Recognitions

There were no recognitions this evening.

4. Consent Agenda

A. Citizen Comments

Comments from the public, limited to five minutes, on matters not already having a public hearing at the same meeting.

No citizens signed up to speak this evening.

B. Minutes

Consider acceptance of the April 13, 2026, Work Session and Regular Meeting and the April 15, 2026, and April 16, 2026, Special Meeting Budget Work Session minutes.

The minutes were approved as written.

Mayor Turk requested that the City Manager provide an update on current items in the City of Salem.

City Manager Dorsey provided an update on recent and upcoming activities and events in the City of Salem.

5. Old Business

There was no Old Business this evening.

6. New Business

A. Public Hearing and Consideration to Grant an Ingress/Egress Easement

Hold a public hearing pursuant to Virginia Code Section 15.2-1800 and consider granting an ingress/egress easement located on Tax Map #150-2-4 owned by the City of Salem. (Advertised in the April 16, 2026, issue of *The Salem Times-Register*.)

Mayor Turk requested that Mr. Light provide information on this item.

Mr. Light presented a request to resolve a longstanding property matter involving City-owned land at 415 Electric Road, the site of Fire Station No. 2 and an electric substation. He explained that when the City acquired the property in 1963, an apparent access easement existed to serve two adjacent industrial parcels that would otherwise be landlocked. In 1998, City Council formally granted an easement benefiting one of those parcels (475 Electric Road), though the reason for doing so is unclear. Both adjoining properties are now under common ownership and are in the process of being conveyed to a new entity. During title review, it was identified that only one parcel currently has a formal easement. To address this discrepancy, Council is being asked to grant a similar access easement to the second parcel (515 Electric Road), under the same terms and conditions as the existing easement for 475 Electric Road.

Mayor Turk opened the public hearing.

No one came forward to speak.

Mayor Turk closed the public hearing.

Randy Foley motioned to approve granting an ingress/egress easement located on Tax Map #150-2-4. Anne Marie Green seconded the motion.

Ayes: Hunter Holliday, Randy Foley, Anne Marie Green, Renée Turk

Nays: None

Absent: John Saunders

Abstaining: None

B. Roanoke Regional Airport Commission

Presentation and approval of the Roanoke Regional Airport Commission budget for Fiscal Year 2026-2027.

Mike Stewart, Executive Director of the Roanoke Regional Airport Commission, presented the Fiscal Year 2026-2027 budget on behalf of the Commission. He noted that Dale Guidry, Salem appointee to the Commission, and David Jeavons, Director of Finance, were with him this evening. He indicated that no funds were being requested from Salem. Mr. Stewart shared that the Commission adopted this budget at its March 24, 2026, meeting. He noted a list of Capital Expenditures planned for Fiscal Year 2027 which are expected to exceed \$100,000 in cost. Mr. Stewart reported a strong Fiscal Year 2026 performance, with no additional appropriations being requested from the City of Roanoke, the County of Roanoke, or the City of Salem. He came this evening requesting formal approval of the budget and the Capital Expenditure list by Council.

Mr. Stewart noted that Fiscal Year 2027 projections include increased revenue and expenses, with an estimated net operating income of just over \$3 million, supported by record revenues and a reduction in landing fees to incentivize airline activity. He spoke of a continued focus on increasing non-aviation revenue sources, including parking, rental cars, concessions, and the development of unused land. Mr. Stewart shared that the airport contributes approximately \$613 million in regional economic output and supports about 3,200 jobs, reflecting significant growth since 2018. Capital program totals are estimated at \$38.3 million for Fiscal Year 2027, including runway rehabilitation, terminal improvements, and rental car facility improvements. The airport set a new passenger record in 2025 of over 827,000 passengers, surpassing prior records. Mr. Stewart shared information on ongoing improvements, community engagement efforts, and safety and infrastructure work. It was noted that a key priority is increasing local passenger utilization.

Councilman Foley asked about a timeline for the runway extension.

Mr. Stewart responded that there currently was not a timeline due to funding constraints.

Councilman Foley asked Mr. Stewart what Council and the community could do to support the airport in this goal.

Mr. Stewart responded that encouraging residents and businesses alike to utilize the local airport was the best way to support the airport.

Mayor Turk encouraged citizens and local businesses to fly out of Roanoke and fill the flights.

Mr. Dorsey noted that this was very high on Salem's Legislative Priority list.

Mayor Turk added that they had talked with the legislators and expressed their support for the airport.

Hunter Holliday motioned to approve the Roanoke Regional Airport Commission budget for the Fiscal Year 2026-2027. Randy Foley seconded the motion.

Ayes: Hunter Holliday, Randy Foley, Anne Marie Green, Renée Turk

Absent: John Saunders

Nays: None

Abstaining: None

C. Roanoke Valley Resource Authority Budget

Presentation and approval of the Roanoke Valley Resource Authority (RVRA) budget for Fiscal Year 2026-2027.

The 2026-2027 annual budget for the Roanoke Valley Resource Authority was presented by Jon Lanford, Chief Executive Officer of the Roanoke Valley Resource Authority, on behalf of the Board of Directors. He recognized Assistant City Manager Rob Light as a member of the Board and City Attorney Jim Guynn as General Counsel for the Board

Mr. Lanford began by noting recent landfill fire incidents, emphasizing the need for increased public education on proper disposal of hazardous materials such as batteries. He presented the Fiscal Year 2027 budget for the Roanoke Valley Resource Authority, totaling \$19.82 million, which was adopted on April 1, 2026, and reflects an increase of \$708,000 over the prior year. To balance the budget, modest tipping fee increases of approximately 3% are proposed, raising municipal rates to \$59.75 per ton and commercial/private rates to \$71.50 per ton, primarily due to rising costs in fuel, transportation, and equipment. Revenues are projected to increase by approximately \$683,000 in disposal fees, supplemented by external waste contracts to reduce the financial burden on local governments. A newly negotiated transportation contract reflects a reduction in costs by about \$122,000 and eliminates the need for significant trailer replacements.

The budget also includes engineering costs for the development of landfill cells 8 and 9 at the Smith Gap facility, which will extend landfill capacity by approximately 20 years and reduce long-term capital costs through combined construction. Capital improvement and equipment replacement funds are now fully funded.

Vice Mayor Green asked for information on revenue from the Authority's renewable natural gas (RNG).

Mr. Lanford responded that the gas is marketed through a federal renewable energy credit program rather than sold directly to a utility. The physical processing plant, being developed by Archaea BP, is not yet operational; however, wellfield infrastructure is complete. The Authority is currently receiving royalty payments based on projected production, marking the second year of such revenues.

Approval of the Fiscal Year 2027 budget by Council was requested.

Randy Foley motioned to approve the Roanoke Valley Resource Authority's budget for Fiscal Year 2027. Hunter Holliday seconded the motion.

Ayes: Hunter Holliday, Randy Foley, Anne Marie Green, Renée Turk

Absent: John Saunders

Nays: None

Abstaining: None

D. Presentation of Salem School Division Budget

Receive presentation from the Chairman of the Salem School Board regarding the 2026-2027 budget pursuant to Section 8.5 of the 1968 Charter of the City of Salem, as amended.

Andy Raines, Chairman of the Salem City School Board, expressed gratitude to City Council and administration for their continued support and collaboration. He emphasized that the Salem City School's progress and educational achievements are the result of strong partnerships and the dedication of school employees.

Mr. Raines presented the proposed Fiscal Year 2027 budget approved by the School Board at the March 19, 2026, meeting and amended on April 14, 2026, consisting of the School Fund Budget of \$64,836,277; the Grant Fund Budget of \$3,528,821; and the Cafeteria Fund Budget of \$2,716,137; for a total budget of \$71,081,235. This reflects a 7.8% increase over the current year, driven by: additional state revenue due to rebenchmarking at the State level, as well as enrollment increases in the online school program, offset by program expenditures; enhanced state funding targeted at supporting at-risk and high-need students; and salary increases for staff.

The proposed budget, based on the Governor's proposed budget from December, includes a requested local appropriation increase of \$600,000. The school division remains prepared to revise the budget as necessary pending final state budget decisions. Mr. Raines noted that the School Board has maintained a student and employee-centered approach throughout this process, focusing on providing a competitive salary and benefits package while complying with state and federal mandates. Mr. Raines specifically explained the School Board's decision to participate in the statewide online school initiative and the financial revenue generated by this program. He outlined specific budget highlights and charts that were included as attachments to the budget for reference purposes. Mr. Raines concluded by thanking city leadership and school staff for their contributions and responsible stewardship of public resources. The budget was formally presented in compliance with the May 1 deadline.

7. Adjournment

The meeting was adjourned at 7:08 p.m.

Submitted by:

H. Robert Light
Clerk of Council

Approved by:

Renée Ferris Turk
Mayor

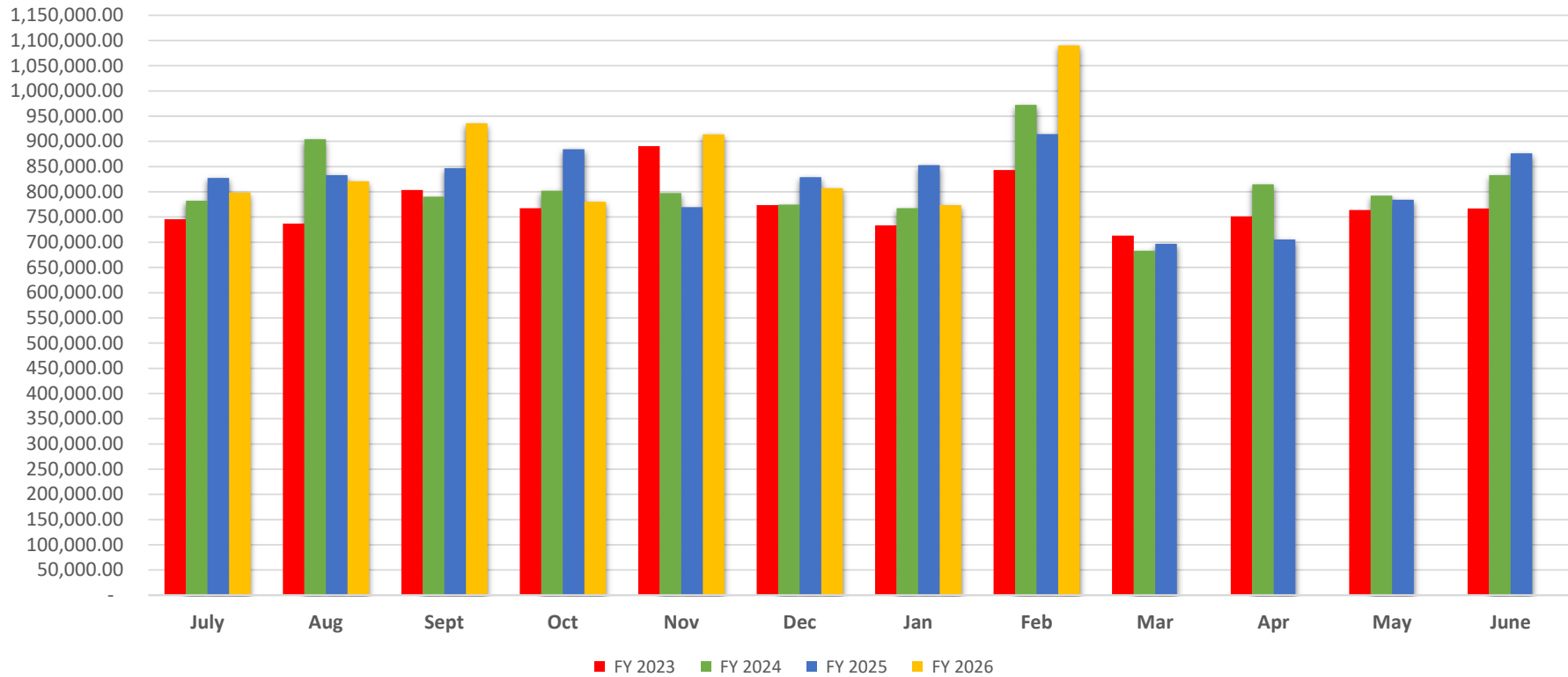
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Schedule A

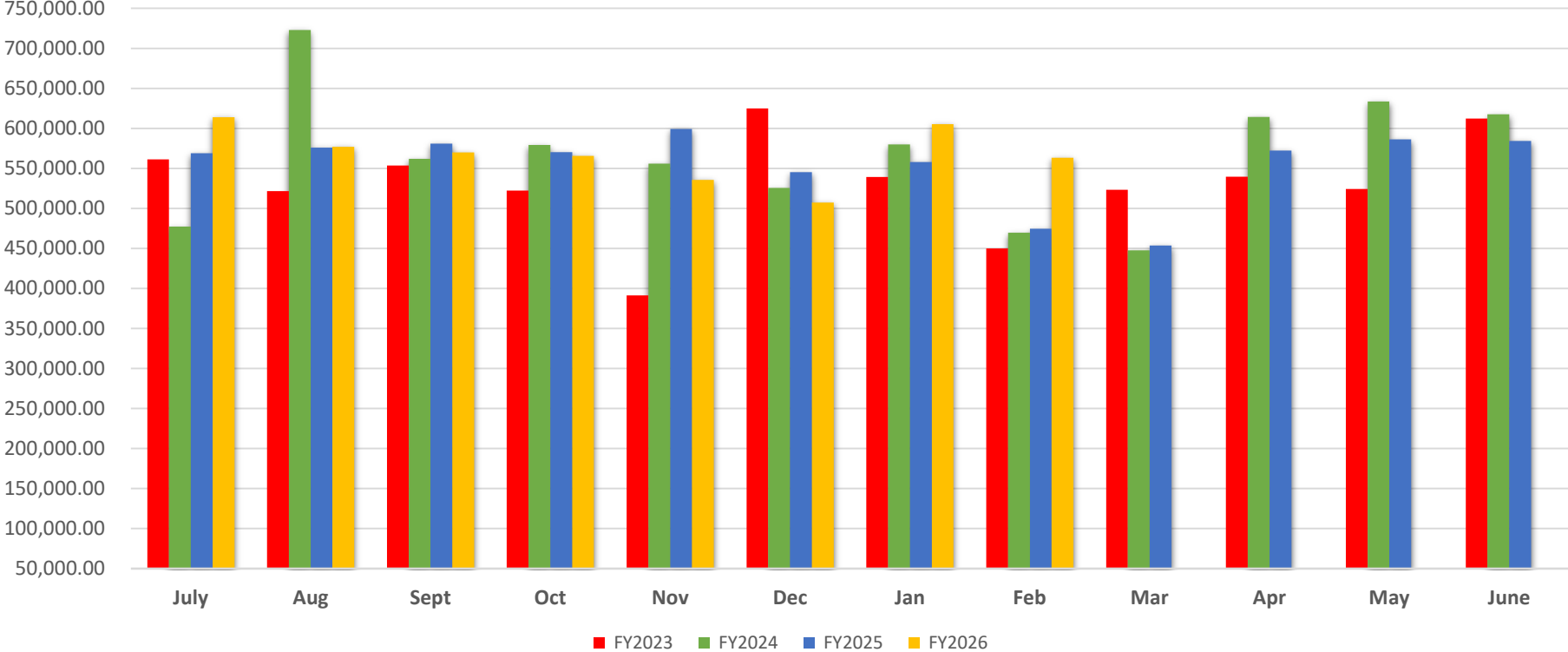
**City of Salem, Virginia
General Fund
Statement of Revenue and Expenditures
For Eight Months Ending February 28, 2026**

	Current Year Budget	Current Year Year to Date	% of Budget	Prior Year Year to Date	Variance
Revenues:					
Beginning Balance 7-1-25	\$ 14,080,255	\$ -	0%	\$ -	\$ -
General Property Taxes	55,392,153	22,544,610	41%	20,738,123	1,806,487
Other Local Taxes	29,773,315	17,645,505	59%	17,200,112	445,393
Permits and Licenses	368,940	346,595	94%	310,562	36,033
Fines and Forfeitures	120,000	57,123	48%	68,415	(11,292)
Revenues from Use of Money and Property	6,397,291	4,326,227	68%	5,019,882	(693,655)
Charges for Services	3,973,647	2,402,711	60%	2,247,143	155,568
Payment in Lieu of Taxes from Electric Fund	3,160,000	2,106,667	67%	2,106,667	-
Payment in Lieu of Taxes from Water Fund	154,000	102,877	67%	100,798	2,079
Miscellaneous revenues	463,888	456,083	98%	346,394	109,689
Non-Categorical Aid	3,590,803	618,455	17%	613,243	5,212
Shared Expenses	2,005,871	1,102,184	55%	1,054,224	47,960
Categorical Aid	12,146,374	5,876,397	48%	5,625,623	250,774
Non-revenues Receipts	25,265	25,265	100%	67,696	(42,431)
Proceeds from Indebtedness	54,000	-	0%	-	-
Total Revenues	131,705,802	57,610,699	44%	55,498,882	2,111,817
Expenditures:					
General Government	15,567,283	9,892,534	64%	7,802,260	2,090,274
Judicial Administration	3,525,606	2,059,286	58%	1,970,674	88,612
Public Safety	26,728,649	16,745,607	63%	16,201,740	543,867
Public Works	19,323,201	8,745,876	45%	7,194,864	1,551,012
Health and Welfare	9,850,176	4,043,915	41%	4,415,853	(371,938)
Education	26,948,396	18,878,333	70%	18,610,157	268,176
Parks, Recreation and Cultural	9,405,062	5,432,695	58%	5,640,234	(207,539)
Community Development	4,735,408	2,447,169	52%	2,434,955	12,214
Interest on long-term debt	524,815	-	0%	-	-
Transfers Out	13,773,311	10,156,823	74%	9,056,382	1,100,441
Contingency	1,323,895	-	0%	-	-
Total Expenditures	131,705,802	78,402,238	60%	73,327,119	5,075,119
Revenues Over/(Under) Expenditures	\$ -	\$ (20,791,539)		\$ (17,828,237)	\$ (2,963,302)

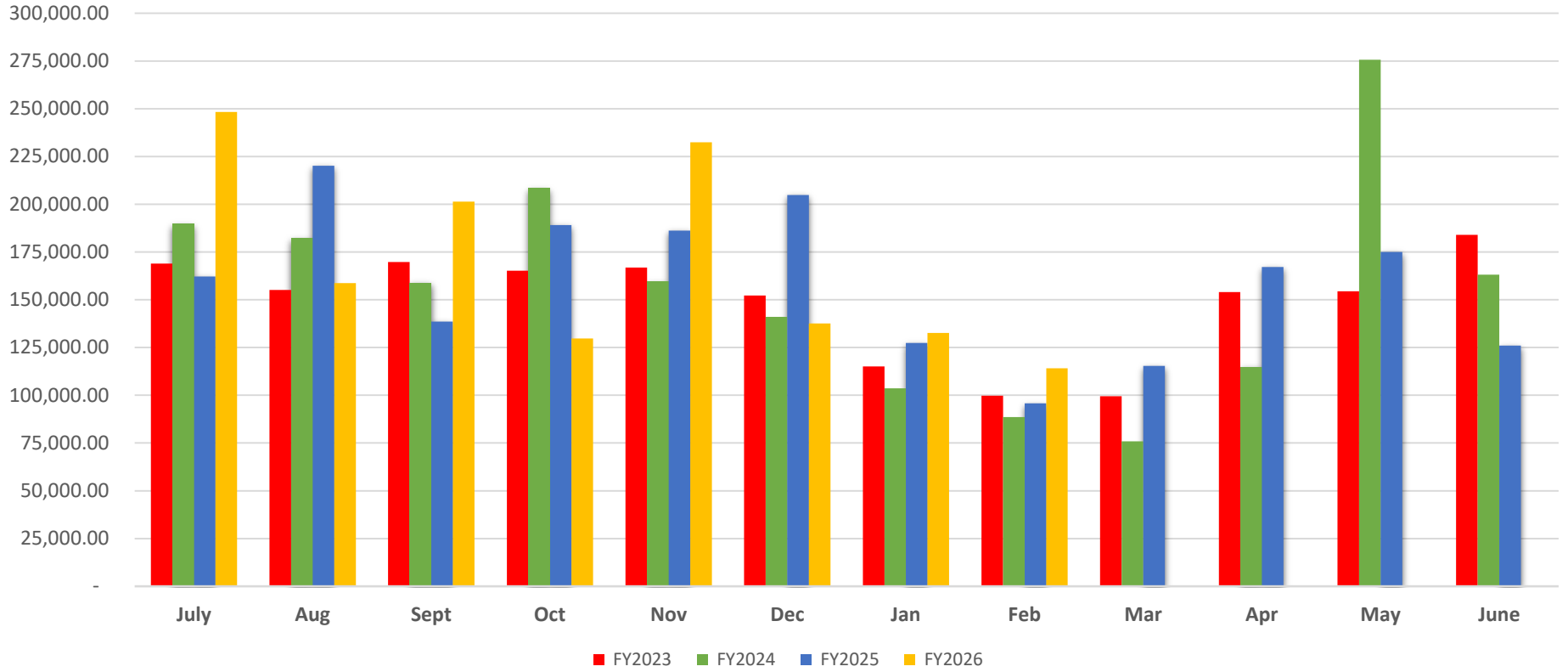
**City of Salem
Sales Tax Summary
For Fiscal Years 2023 - 2026**



**City of Salem
Meals Tax Summary
For Fiscal Years 2023 - 2026**



**City of Salem
Lodging Tax Summary
For Fiscal Years 2023 - 2026**



City of Salem, Virginia
Debt Outstanding
For Period Ending February 28, 2026

Schedule E

	Balance 7/1/2025	Issuances	Principal Payments	Balance 2/28/2026
City Debt Outstanding				
2013 Public Improvement Bonds	\$ 798,700	\$ -	\$ (89,425)	\$ 709,275
2016B Public Improvement Bonds	150,694	-	-	150,694
2019 Public Improvement Bonds	3,850,000	-	-	3,850,000
2020 Public Improvement Bonds	1,450,000	-	-	1,450,000
2020 Public Improvement Refunding Bonds	3,797,874	-	-	3,797,874
2021 Public Improvement Refunding Bonds	799,000	-	(7,000)	792,000
2022B Public Improvement Bonds	13,323,000	-	-	13,323,000
Total City Debt Outstanding	<u>24,169,268</u>	<u>-</u>	<u>(96,425)</u>	<u>24,072,843</u>
School Debt Outstanding				
2012A Public Improvement Bonds	3,818,000	-	(477,250)	3,340,750
2013 Public Improvement Bonds	2,461,300	-	(275,575)	2,185,725
2020 Public Improvement Bonds	22,340,000	-	-	22,340,000
Total School Debt Outstanding	<u>28,619,300</u>	<u>-</u>	<u>(752,825)</u>	<u>27,866,475</u>
Total Debt Outstanding	<u>\$ 52,788,568</u>	<u>\$ -</u>	<u>\$ (849,250)</u>	<u>\$ 51,939,318</u>

City of Salem, Virginia
 Capital Projects Fund
 Statement of Revenues and Expenditures
 For Period Ending February 28, 2026

Schedule F

	Budget	Project To Date	Encumbrances	Total Project	Available Balance	Year To Date	
Fund Balance, July 1, 2025							\$ 11,843,156
<u>Revenues:</u>							
Federal Grants	\$ 21,254,536	\$ 6,062,050	\$ -	\$ 6,062,050	\$ 15,192,486	\$ (632,769)	
State Grants	17,134,985	8,842,982	-	8,842,982	8,292,003	1,759,433	
Transfer From General Fund	16,058,504	16,058,502	-	16,058,502	2	1,403,700	
Total Revenues	54,448,025	30,963,534	-	30,963,534	23,484,491		2,530,364
<u>Expenditures:</u>							
Fire Station #2 Renovations & Storage Building	1,930,143	1,778,423	60,635	1,839,058	91,085	547,984	
Fire Station #1 Renovations	654,000	8,826	-	8,826	645,174	-	
Fire Station #3 Renovations	454,000	7,051	-	7,051	446,949	-	
Fire Station Study	150,000	-	-	-	150,000	-	
Old Animal Shelter Refurbishment	75,000	-	47,386	47,386	27,614	-	
Colorado St Bridge Replacement	11,778,826	7,531,476	24,159	7,555,635	4,223,191	816,946	
Apperson Drive Bridge Replacement	10,329,896	3,795,476	4,945,255	8,740,731	1,589,165	1,479,537	
Valleydale Streetscape Improvements	1,500,000	552,909	-	552,909	947,091	-	
Upland Drive Storm Drain and Curb & Gutter	250,000	-	-	-	250,000	-	
4th Street/Union Street Storm Sewer Upgrades	650,000	30,470	17,140	47,610	602,390	30,470	
Roanoke Boulevard Storm Drain Upgrades	100,000	-	-	-	100,000	-	
Texas Street/Idaho Street Pond	100,000	-	-	-	100,000	-	
Bainbridge Drive Storm Drain Expansion	225,000	-	-	-	225,000	-	
Truck Storage Building	750,000	41,059	12,321	53,380	696,620	8,009	
Pedestrian Crossings	469,464	29,842	30,958	60,800	408,664	29,842	
Streambank Stabilization	241,200	-	-	-	241,200	-	
Courthouse Foundation Repairs	25,000	3,183	-	3,183	21,817	3,183	
Western Roanoke River Greenway	50,000	1,500	-	1,500	48,500	-	
Elizabeth Campus Greenway	951,317	812,822	24,954	837,776	113,541	217,255	
Moyer Sports Complex Renovation	229,344	219,520	-	219,520	9,824	62,454	
Mason Creek Greenway Phase 3	3,119,430	424,731	84,862	509,593	2,609,837	47,659	
Library Flooring Replacement	190,000	-	-	-	190,000	-	
Library Co-working Space	155,000	-	-	-	155,000	-	
Library Lawn Special Events Space	500,000	-	-	-	500,000	-	
Library Renovation	250,000	-	-	-	250,000	-	
Roanoke River Greenway - Apperson to Cook	2,121,155	-	-	-	2,121,155	-	
Concourse Public Restrooms Renovation	175,000	-	-	-	175,000	-	
Elizabeth Campus Greenway Phase 2	1,372,761	71,500	-	71,500	1,301,261	-	
Downtown Impr - E Main St/Market St	5,440,677	4,438,082	34,667	4,472,749	967,928	1,478	
Downtown Impr - E Main St/White Oak	2,311,825	90,246	5,250	95,496	2,216,329	2,285	
Downtown Impr - College Ave	3,256,307	-	196,200	196,200	3,060,107	-	
Downtown Impr - Boulevard	2,983,606	-	185,000	185,000	2,798,606	-	

City of Salem, Virginia
 Capital Projects Fund
 Statement of Revenues and Expenditures
 For Period Ending February 28, 2026

Schedule F

	<u>Budget</u>	<u>Project To Date</u>	<u>Encumbrances</u>	<u>Total Project</u>	<u>Available Balance</u>	<u>Year To Date</u>	
Capital Projects Local Reserve	332,715	-	-	-	332,715	-	
Excess Local Funding Reserve	1,326,359	-	-	-	1,326,359	-	
Total Expenditures	\$ 54,448,025	\$ 19,837,116	\$ 5,668,787	\$ 25,505,903	\$ 28,942,122		<u>3,247,102</u>
Fund Balance, February 28, 2026							<u>\$ 11,126,418</u>

City of Salem, Virginia
 Capital Reserve Fund
 Statement of Revenues and Expenditures
 For Period Ending February 28, 2026

Schedule G

	Budget	Project To Date	Encumbrances	Total Project	Available Balance	Year To Date	
Fund Balance, July 1, 2025							\$ 21,945,583
<u>Revenues:</u>							
Transfer From General Fund	\$ 29,009,284	\$ 29,009,284	\$ -	\$ 29,009,284	\$ 0	\$ 6,816,568	
Total Revenues	29,009,284	29,009,284	-	29,009,284	0		6,816,568
<u>Expenditures:</u>							
Capital Reserve	23,852,784	-	-	-	23,852,784	-	
Fire Equipment	2,400,000	2,330,268	-	2,330,268	69,732	2,330,268	
Police Vehicle Replacement	548,100	444,734	67,987	512,721	35,379	444,734	
Salem Stadium Scoreboard Replacement	200,000	200,000	-	200,000	-	121,382	
Spartan Field - New LED Lights	518,400	-	462,177	462,177	56,223	-	
Salem Memorial Park Renovations	1,240,000	472,082	775,552	1,247,634	(7,634)	472,082	
Civic Center Scoreboard Replacement	250,000	225,907	-	225,907	24,093	57,392	
Total Expenditures	\$ 29,009,284	\$ 3,672,991	\$ 1,305,716	\$ 4,978,707	\$ 24,030,577		3,425,858
Fund Balance, February 28, 2026							\$ 25,336,293

City of Salem, Virginia
Electric Fund
Statement of Operations
For Eight Months Ending February 28, 2026

Operating Revenues	Current Year Budget	Current Year Year to Date	% of Budget	Prior Year Year to Date	Variance
Sale of Power	\$ 52,914,865	\$ 36,415,858	69%	\$ 36,230,172	\$ 185,686
Other Electric Revenue	640,905	575,086	90%	505,795	69,291
Gain on Sale of Assets	-	210	0%	-	210
Reserve for Encumbrances	1,160,962	-	0%	-	-
Appropriated from Net Position	200,000	-	0%	-	-
Total Operating Revenues	54,916,732	36,991,154	67%	36,735,967	255,187
Operating Expenses					
Other Power Generation - Operation	100,000	36,106	36%	56,650	(20,544)
Other Power Generation - Maintenance	137,024	54,987	40%	56,206	(1,219)
Purchased Power	29,730,000	18,907,351	64%	19,525,379	(618,028)
Transmission - Operation	9,705,233	6,226,730	64%	6,242,266	(15,536)
Transmission - Maintenance	47,902	3,360	7%	6,925	(3,565)
Distribution - Operations	1,248,983	828,825	66%	763,984	64,841
Distribution - Maintenance	1,732,617	1,127,681	65%	1,075,085	52,596
Customer Service	739,842	465,662	63%	471,148	(5,486)
Administration & General - Operation	2,592,211	573,558	22%	353,790	219,768
Administration & General - Maintenance	256,694	167,664	65%	148,692	18,972
Depreciation	-	1,166,307	0%	1,171,840	(5,533)
Capital	4,869,835	2,490,076	51%	1,710,997	779,079
Contingency	596,391	-	0%	-	-
Total Operating Expenses	51,756,732	32,048,307	62%	31,582,962	465,345
Income (loss) Before Transfers	3,160,000	4,942,847		5,153,005	(210,158)
Transfers (Payment in Lieu of Taxes)	(3,160,000)	(2,106,667)	67%	(2,106,667)	-
Income (loss)	\$ -	\$ 2,836,180		\$ 3,046,338	\$ (210,158)

**City of Salem, Virginia
Water Fund
Statement of Operations
For Eight Months Ending February 28, 2026**

Operating Revenues	Current Year Budget	Current Year Year to Date	% of Budget	Prior Year Year to Date	Variance
Services	\$ 8,761,544	\$ 5,780,723	66%	\$ 5,580,096	\$ 200,627
Other Revenue	533,970	594,365	111%	372,804	221,561
Water Federal Grants Revenue	12,000	-	0%	11,780	(11,780)
Interest Income	-	33,808	0%	-	33,808
Gain On Sale Of Assets	-	2,385	0%	6,819	(4,434)
Reserve for Encumbrances	287,256	-	0%	-	-
Appropriated from Net Position	3,820,000	-	0%	-	-
Total Operating Revenues	13,414,770	6,411,281	48%	5,971,499	439,782
Operating Expenses					
<i>Production</i>					
Salaries of Personnel	1,174,952	718,683	61%	683,198	35,485
Fringe Benefits	517,726	326,396	63%	313,603	12,793
Contractual Services	694,706	373,275	54%	398,259	(24,984)
Printing and Binding	2,500	680	27%	66	614
Advertising	1,000	175	17%	-	175
Utilities	567,772	371,308	65%	363,104	8,204
Communications	5,900	2,302	39%	2,892	(590)
Insurance	36,500	24,868	68%	32,769	(7,901)
Travel and Training	9,800	6,191	63%	4,900	1,291
Miscellaneous	80,297	53,682	67%	64,212	(10,530)
Materials and Supplies	359,381	153,063	43%	165,450	(12,387)
Depreciation	-	583,220	0%	580,068	3,152
Capital	287,795	127,153	44%	574,018	(446,865)
Interest Obligations	-	41,313	0%	-	41,313
Bond Costs	-	-	0%	64,045	(64,045)
Contingency	264,676	-	0%	-	-
Total Production Expenses	4,003,005	2,782,308	70%	3,246,584	(464,276)
<i>Distribution</i>					
Salaries of Personnel	883,400	551,396	62%	561,723	(10,327)
Fringe Benefits	407,397	256,227	63%	260,345	(4,118)
Contractual Services	1,241,688	869,531	70%	755,970	113,561
Printing and Binding	500	75	15%	66	9
Advertising	-	175	0%	-	175
Communications	4,850	2,113	44%	3,320	(1,207)
Insurance	37,500	28,549	76%	36,204	(7,655)
Lease/Rent of Equipment	2,000	1,391	70%	1,001	390
Travel and Training	7,600	2,367	31%	3,162	(795)
Miscellaneous	34,597	25,579	74%	24,725	854
Miscellaneous Credits	(290,000)	(304,733)	105%	(293,678)	(11,055)
Materials and Supplies	260,528	202,182	78%	67,781	134,401
Depreciation	-	198,238	0%	154,550	43,688
Capital	1,376,857	144,156	10%	1,647,706	(1,503,550)
Interest Obligations	1,742,848	52,835	3%	62,223	(9,388)
Bond Costs	-	-	0%	16,499	(16,499)
Total Distribution Expenses	5,709,765	2,030,081	36%	3,301,597	(1,271,516)
Income (loss) Before Transfers	3,702,000	1,598,892		(576,682)	2,175,574
Transfer to Water Capital Fund	(3,548,000)	-	0%	-	-
Transfer (Payment in Lieu of Taxes)	(154,000)	(102,877)	67%	(100,798)	(2,079)
Income (loss)	\$ -	\$ 1,496,015		\$ (677,480)	\$ 2,173,495

City of Salem, Virginia
Sewer Fund
Statement of Operations
For Eight Months Ending February 28, 2026

Operating Revenues	Current Year Budget	Current Year Year to Date	% of Budget	Prior Year Year to Date	Variance
Services	\$ 7,706,888	\$ 5,058,272	66%	\$ 4,956,076	\$ 102,196
Other Revenue	210,000	175,533	84%	149,474	26,059
Reserve for Encumbrances	135,685	-	0%	-	-
Total Operating Revenues	8,052,573	5,233,805	65%	5,105,550	128,255
Operating Expenses					
Salaries of Personnel	1,027,292	533,850	52%	539,205	(5,355)
Fringe Benefits	480,351	247,547	52%	252,190	(4,643)
Contractual Services	3,564,455	1,766,602	50%	1,956,913	(190,311)
Printing and Binding	1,500	93	6%	133	(40)
Advertising	1,500	350	23%	-	350
Utilities	5,472	3,384	62%	3,516	(132)
Communications	14,850	10,043	68%	9,307	736
Insurance	16,500	18,482	112%	15,807	2,675
Lease/Rent of Equipment	1,800	380	21%	1,001	(621)
Travel and Training	12,000	6,366	53%	4,708	1,658
Miscellaneous	44,516	31,104	70%	30,233	871
Miscellaneous Credits	(270,000)	(136,645)	51%	(147,496)	10,851
Materials and Supplies	88,220	37,057	42%	48,783	(11,726)
Depreciation	-	1,000,385	0%	960,006	40,379
Capital	194,827	50,413	26%	255,134	(204,721)
Interest Obligations	1,932,079	40,398	2%	48,634	(8,236)
Contingency	457,211	-	0%	-	-
Total Operating Expenses	7,572,573	3,609,809	48%	3,978,074	(368,265)
Income (loss) before Transfers	480,000	1,623,996		1,127,476	496,520
Transfer to Sewer Capital Fund	(480,000)	-	0%	-	-
Income (loss)	\$ -	\$ 1,623,996		\$ 1,127,476	\$ 496,520

**City of Salem, Virginia
Salem Civic Center
Statement of Operations
For Eight Months Ending February 28, 2026**

Operating Revenues	Current Year Budget	Current Year Year to Date	% of Budget	Prior Year Year to Date	Variance
Shows/rentals	\$ 405,023	\$ 276,506	68%	\$ 238,130	\$ 38,376
Box office shows	1,887,681	3,220,535	171%	615,475	2,605,060
Merchandise and commissions	310,800	354,280	114%	214,728	139,552
Static advertising	60,000	47,050	78%	30,125	16,925
Miscellaneous income	20,000	19,113	96%	14,743	4,370
Interest Income	1,500	4,089	273%	1,045	3,044
Salem Fair	690,000	599,969	87%	664,618	(64,649)
Reserve For Encumbrances	165,581	-	0%	-	-
Appropriated from Net Position	206,325	-	0%	-	-
Total Operating Revenues	3,746,910	4,521,542	121%	1,778,864	2,742,678
Operating Expenses					
Salaries of personnel	1,472,247	991,338	67%	921,694	69,644
Fringe benefits	554,190	356,511	64%	330,486	26,025
Maintenance and contractual services	406,834	317,562	78%	164,814	152,748
Printing and binding	500	1,026	205%	270	756
Advertising	25,000	17,903	72%	28,700	(10,797)
Utilities	427,363	280,978	66%	278,660	2,318
Communications	11,400	7,261	64%	7,393	(132)
Insurance	32,000	37,436	117%	30,570	6,866
Leases and Rentals	3,200	2,639	82%	2,639	0
Travel and training	53,700	35,429	66%	7,074	28,355
Miscellaneous	108,260	82,351	76%	93,875	(11,524)
Show expense	1,800,000	3,710,644	206%	682,404	3,028,240
Fair expense	646,681	548,171	85%	560,662	(12,491)
Materials and supplies	50,000	33,282	67%	24,432	8,850
Capital	808,891	256,317	32%	352,686	(96,369)
Depreciation	-	225,136	0%	208,060	17,076
Total Operating Expenses	6,400,266	6,903,984	108%	3,694,419	3,209,565
Income (loss) Before Transfers	(2,653,356)	(2,382,442)		(1,915,555)	(466,887)
Transfers	2,653,356	1,357,237	51%	1,311,763	45,474
Income (loss)	\$ -	\$ (1,025,205)		\$ (603,792)	\$ (421,413)

City of Salem, Virginia
Salem Catering and Concessions
Statement of Operations
For Eight Months Ending February 28, 2026

Operating Revenues:	Current Year Budget	Current Year Year to Date	% of Budget	Prior Year Year to Date	Variance
Catering	\$ 764,000	\$ 761,949	100%	\$ 406,674	\$ 355,275
Concessions	177,500	228,518	129%	114,514	114,004
Moyer Concessions	100,000	76,580	77%	53,348	23,232
Salem High Concessions	14,000	8,308	59%	6,387	1,921
Reserve For Encumbrances	74,210	-	0%	-	-
Total Operating Revenues	1,129,710	1,075,355	95%	580,923	494,432
Operating Expenses:					
<i>Catering</i>					
Salaries of personnel	354,775	210,965	59%	209,743	1,222
Fringe benefits	108,831	60,291	55%	66,357	(6,066)
Contractual services	33,465	21,528	64%	17,090	4,438
Printing and binding	300	-	0%	80	(80)
Advertising	2,000	-	0%	-	-
Laundry and Cleaning	1,500	-	0%	48	(48)
Communications	200	111	56%	129	(18)
Insurance	2,000	1,408	70%	1,522	(114)
Miscellaneous	40,612	67,501	166%	19,204	48,297
Materials and supplies	247,500	231,229	93%	150,055	81,174
Capital	74,210	74,483	100%	-	74,483
Depreciation	-	2,379	0%	2,358	21
Contingency	36,261	-	0%	-	-
Total Catering Expenses	901,654	669,895	74%	466,586	203,309
<i>Concessions</i>					
Salaries of Personnel	65,183	56,257	86%	55,940	317
Fringe Benefits	13,001	12,297	95%	12,374	(77)
Contractual services	25,000	37,402	150%	12,577	24,825
Miscellaneous	150	40	27%	(348)	388
Materials and Supplies	54,500	82,644	152%	38,458	44,186
Total Concessions Expenses	157,834	188,640	120%	119,001	69,639
<i>Moyer Concessions</i>					
Salaries of Personnel	37,740	20,729	55%	14,768	5,961
Fringe Benefits	11,713	4,035	34%	4,441	(406)
Contractual services	22,500	6,760	30%	14,165	(7,405)
Miscellaneous	-	(58)	0%	(18)	(40)
Materials and Supplies	33,000	24,795	75%	22,145	2,650
Total Moyer Expenses	104,953	56,261	54%	55,501	760
<i>Salem High Concessions</i>					
Salaries of Personnel	10,818	1,910	18%	3,367	(1,457)
Fringe Benefits	2,679	410	15%	630	(220)
Contractual	1,500	-	0%	-	-
Miscellaneous	-	(18)	0%	2	(20)
Materials and Supplies	3,400	1,874	55%	1,689	185
Total Salem High Expenses	18,397	4,176	23%	5,688	(1,512)
Income (loss) Before Transfers	(53,128)	156,384		(65,853)	222,237
Transfers	53,128	-	0%	-	-
Income (loss)	\$ -	\$ 156,384		\$ (65,853)	\$ 222,237

City of Salem, Virginia
 Water and Sewer Capital Funds
 Statement of Revenues and Expenditures
 For Period Ending February 28, 2026

Schedule M

	<u>Budget</u>	<u>Project To Date</u>	<u>Encumbrances</u>	<u>Total Project</u>	<u>Available Balance</u>	<u>Year To Date</u>
<u>Water Capital Fund</u>						
<u>Expenditures:</u>						
North Salem Water Improvements	\$ 7,650,000	\$ 52,781	\$ 8,108	\$ 60,889	\$ 7,589,111	\$ 36,736
Well Construction	2,792,843	2,521,814	268,278	2,790,092	2,751	981,511
Franklin St Water Tank Replacement	677,432	605,236	-	605,236	72,196	25,659
Blackwood Tank Rehab and Replacement	820,000	-	5,750	5,750	814,250	-
Litchell/Wildwood Pump Station Replace	350,000	15,321	8,250	23,571	326,429	15,321
Waterline - Howard Dr and Jackson Dr	170,880	33,920	136,961	170,881	(1)	33,920
Waterline Design and Replacement	1,225,566	-	-	-	1,225,566	-
Contingency	50,000	-	-	-	50,000	-
Total Expenditures	\$ 13,736,721	\$ 3,229,072	\$ 427,347	\$ 3,656,419	\$ 10,080,302	\$ 1,093,147
<u>Sewer Capital Fund</u>						
<u>Expenditures:</u>						
Roanoke River Upper Sewer Rehab	\$ 7,154,710	\$ -	\$ -	\$ -	\$ 7,154,710	\$ -
Wiley Ct Sewer Improvements	375,000	-	-	-	375,000	-
Pomeroy Sewer System Upgrade	1,860,000	48,600	14,400	63,000	1,797,000	48,600
Mason Creek Interceptor Upgrade	740,000	268,580	441,963	710,543	29,457	241,809
Contingency	50,000	-	-	-	50,000	-
Total Expenditures	\$ 10,179,710	\$ 317,180	\$ 456,363	\$ 773,543	\$ 9,406,167	\$ 290,409



Item #: 6.A.

AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SALEM,
VIRGINIA HELD AT CITY HALL

MEETING DATE: May 11, 2026

AGENDA ITEM: **Public Hearing for Lease of Property**
Hold a public hearing and consider the leasing of an approximate +/- 0.203 acre tract located in and owned by the City of Salem, Virginia, being Tax Map # 107-6-5.

SUBMITTED BY: Chris Dorsey, City Manager

SUMMARY OF INFORMATION:

In 2006, the City entered into a twenty-year lease with Joseph W. Dishaw, Jr. and Robert E. Rotanz (Lessee) for the use of this parcel as a parking lot for Mac and Bob's restaurant. Per the February 27, 2026 Council meeting minutes, the additional parking was needed to facilitate a restaurant expansion, adding approximately 90 seats that would result in a reduction to their existing parking. The lease required the Lessee to construct the parking lot on the parcel. The \$1 per year lease rate was presumably established to recognize the expansion investment and improvements to the City's parcel to create the parking lot.

In 2025, the Lessee sold the restaurant to M&B Hospitality, LLC and the lease was assigned to the new owner on August 6, 2025 for the remainder of the term of the lease ending February 28, 2026.

The current owners wish to enter into a new lease for the parking lot. The lot contains twenty-two parking spaces which includes an area currently utilized for a dumpster enclosure. Given that the initial lease has expired, and the City has fulfilled any intended obligation related to the restaurant expansion and lot creation investment, the City intends to charge a market monthly rate of \$55 per spot for the parking lot in a new lease agreement with M&B Hospitality, LLC. The monthly lease amount is \$1,210 for a proposed five-year term. The lease can be extended for another five-year term upon mutual agreement. The City may terminate the lease for any reason upon a six-month notice to the new Lessee. The Lessee will be responsible for all maintenance and must provide commercial general liability insurance coverage naming the City as additional insured at a level deemed appropriate by the City Attorney.

FISCAL IMPACT:

Finalizing and executing a new lease agreement will generate new revenue of \$1,210 per month or \$14,520 annually.

STAFF RECOMMENDATION:

Staff recommends Council hold a public hearing and authorize the City Manager to finalize and execute a lease agreement with M&B Hospitality, LLC for utilization of this parcel as a parking lot, in a form acceptable to the City Attorney.


ATTACHMENTS:

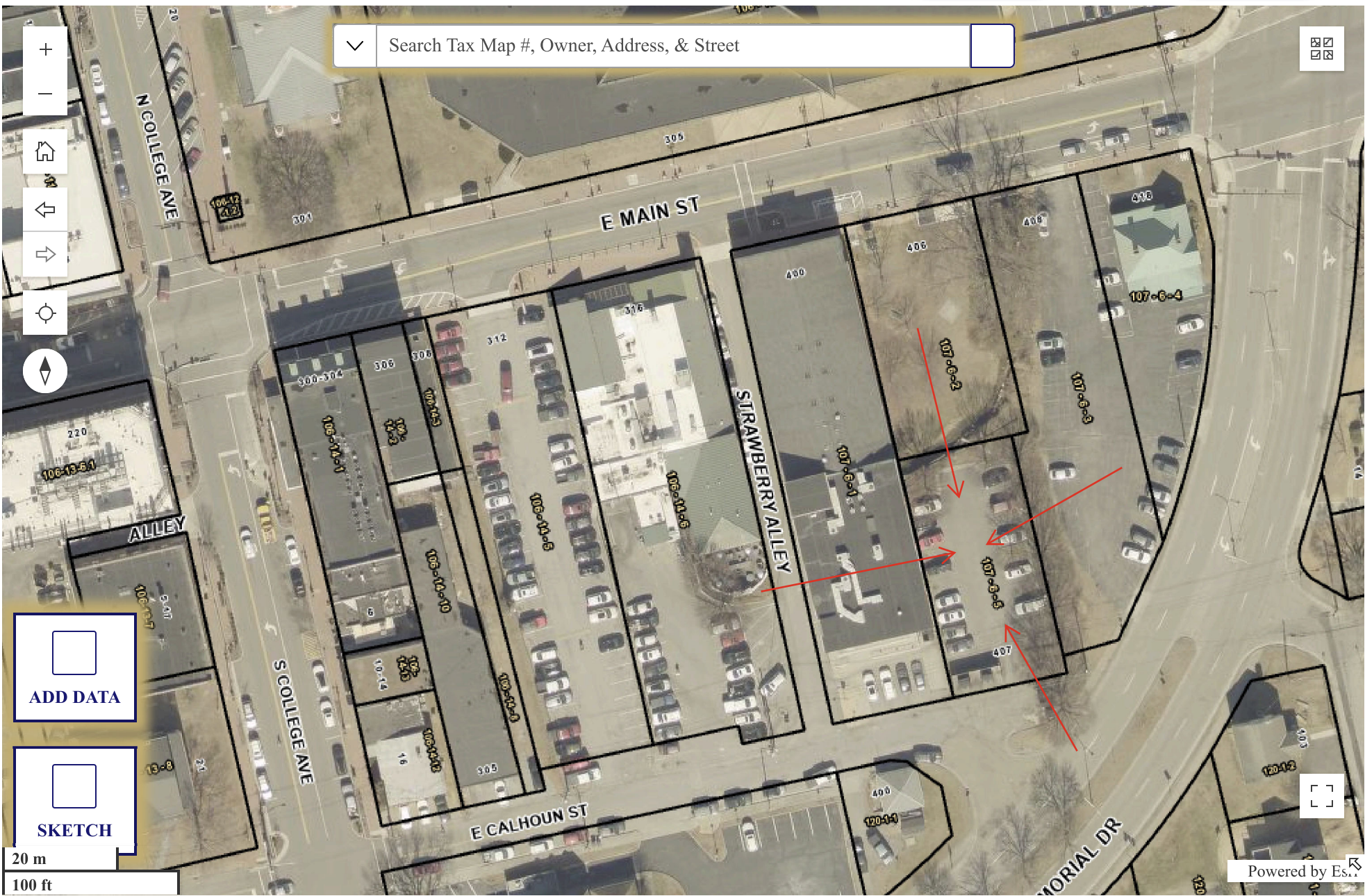
1. Item 6A 5-11-26 Parking Lot Parcel
2. Legal Ad 4.30


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Search Tax Map #, Owner, Address, & Street





















 ADD DATA


 SKETCH

20 m
 100 ft





Item #: 6.B.

AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SALEM,
VIRGINIA HELD AT CITY HALL

MEETING DATE: May 11, 2026

AGENDA ITEM: **Public Hearing on the Effective Real Estate Tax Rate for Fiscal Year 2027**
Hold a public hearing on the effective real estate tax rate for Fiscal Year 2027.

SUBMITTED BY: Rosemarie Jordan, Director of Finance

SUMMARY OF INFORMATION:

Pursuant to Section 58.1-3321, *Code of Virginia* (1950), as amended, when the total assessed value of real property, excluding additional assessments due to new construction or improvements to property, exceeds last year's total assessed value of real property by 1% or more, the effective tax rate increase must be calculated. The City's real property assessments, excluding new construction and improvements to property, increased 8.74% over the previous year. Therefore, the City must calculate the effective tax rate increase, advertise the effective tax rate increase and conduct a public hearing pertaining to the effective tax rate increase. The calculated effective tax rate increase is 6.90%.

The advertisement was published in the Cardinal News on May 1, 2026 as required by the *Code of Virginia*.

FISCAL IMPACT:

STAFF RECOMMENDATION:

Conduct the public hearing. No action is required.

ATTACHMENTS:

None



Item #: 6.C.

AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SALEM,
VIRGINIA HELD AT CITY HALL

MEETING DATE: May 11, 2026

AGENDA ITEM: **Tax Rates Resolution**
Consider the adoption of Resolution 1527 to levy the following tax rates for Fiscal Year 2027:
a) Real Estate tax rate of \$1.16 per \$100 assessed valuation
b) Personal property tax rate of \$3.40 per \$100 assessed valuation
c) Machinery and tools tax rate of \$3.20 per \$100 assessed valuation

SUBMITTED BY: Rosemarie Jordan, Director of Finance

SUMMARY OF INFORMATION:

Chapter 8, Section 8.3 of the City Charter requires the City Council to annually lay a tax levy for the ensuing fiscal year on all property, real and personal, subject to taxation for city purposes.

State law requires a public hearing be held when the assessment increase for real estate is in excess of 1 percent or a tax rate change is proposed in real estate, personal property or machinery and tools tax. The 2027 reassessment increased the assessed value by more than 1%. A public hearing was held on May 11, 2026.

FISCAL IMPACT:

STAFF RECOMMENDATION:

Staff recommends adopting the attached resolution which sets the tax rates for Fiscal Year 2027.

ATTACHMENTS:

1. Tax Rates Resolution 1527

THE COUNCIL OF THE CITY OF SALEM, VIRGINIA, MAY 11, 2026:

RESOLUTION 1527

A RESOLUTION IMPOSING TAXES ON REAL ESTATE, TANGIBLE PERSONAL PROPERTY, MACHINERY AND TOOLS, AND ALL LEGAL SUBJECTS OF TAXATION FOR CITY PURPOSES, INCLUDING THE PROPERTY OF RAILROAD, EXPRESS, TELEPHONE, TELEGRAPH, WATER, HEAT (GAS), LIGHT, AND POWER COMPANIES

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SALEM, VIRGINIA, that taxes be and are hereby levied for the support of the City government for the fiscal year beginning July 1, 2026, and ending June 30, 2027, as follows:

1. Upon all real estate and improvements thereon (not exempt from taxation by law) within the City, there shall be and is hereby levied a tax of one dollar and sixteen cents (\$1.16) on every one hundred dollars (\$100.00) assessed valuation thereof;
2. Upon all tangible personal property (except as hereinafter excepted), and other and sundry legal subjects of taxation, including the property of railroad, express, telephone, telegraph, water, heat (gas), light and power companies (not exempt from taxation by law), there shall be and is hereby levied a tax of three dollars and forty (\$3.40) on every one hundred dollars (\$100.00) assessed valuation thereof; provided, however, those certain household goods and personal effects classified in Section 58.1-3504 of the Code of Virginia, 1950, as amended to date, are hereby exempted from this levy.
3. Upon all machinery and tools, there shall be and is hereby levied a tax of three dollars and twenty cents (\$3.20) on every one hundred dollars (\$100) assessed valuation thereof.

This resolution shall be in full force and effect on July 1, 2026.

Upon a call for an aye and a nay vote, the same stood as follows:

John Saunders –
H. Hunter Holliday –
Byron Randolph Foley –
Anne Marie Green –
Renee F. Turk –

ATTEST:

H. Robert Light
Clerk of Council
City of Salem, Virginia



Item #: 6.D.

AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SALEM,
VIRGINIA HELD AT CITY HALL

MEETING DATE: May 11, 2026

AGENDA ITEM: **Public Hearing on the Proposed Budget for Fiscal Year 2027**
Hold a public hearing on the City of Salem proposed budget for Fiscal Year 2027.

SUBMITTED BY: Rosemarie Jordan, Director of Finance

SUMMARY OF INFORMATION:

This time has been set aside for a public hearing on the proposed annual budget for Fiscal Year 2027. The proposed budget was presented to the City Council on April 11, 2026 and advertised in Cardinal News on April 30, 2026 and May 7, 2026. A copy of the proposed budget was made available on the City website <https://saalemva.gov/214/Annual-Budgets>. The School's budget is included in the overall City budget.

FISCAL IMPACT:

STAFF RECOMMENDATION:

Conduct the public hearing.

ATTACHMENTS:

None



Item #: 6.E.

AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SALEM,
VIRGINIA HELD AT CITY HALL

MEETING DATE: May 11, 2026

AGENDA ITEM: **Salem City Schools Budget**
Consider adoption of Resolution 1528 approving the Salem
City Schools budget for Fiscal Year 2027.

SUBMITTED BY: Rosemarie Jordan, Director of Finance

SUMMARY OF INFORMATION:

Attached is a resolution approving the Fiscal Year 2027 budget for the Salem City Schools. The budget was approved by the School Board on March 19, 2026, and amended on April 14, 2026. The proposed budget is available for review on the School's website at <https://go.boarddocs.com/vsba/slmsdva/Board.nsf/Public>.

The approval of the Fiscal Year 2027 budget for Salem City Schools is being requested to fulfill our legal requirement of approving the budget. The budget is prepared for informative and fiscal planning purposes only and does not actually commit or appropriate funds for expenditure.

FISCAL IMPACT:

STAFF RECOMMENDATION:

Staff recommends approving the attached resolution approving the budget for Salem City Schools for the 2027 fiscal year.

ATTACHMENTS:

1. Salem City Schools Budget Resolution 1528 May 11 2026
2. Schools Summary of FY27 Budget Proposal updated 04142026

IN THE COUNCIL OF THE CITY OF SALEM, VIRGINIA, May 11, 2026:

RESOLUTION 1528

A RESOLUTION APPROVING THE SALEM CITY SCHOOLS FISCAL YEAR 2027 BUDGET

WHEREAS, Section 22.1-93 of the 1950 Code of Virginia, as amended, provides that the governing body of the City shall prepare and approve an annual budget; and

WHEREAS, said budget shall be prepared and approved for informative and fiscal planning purposes only; and

WHEREAS, the Salem City School Board approved their Fiscal Year 2027 budget on March 19, 2026,

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SALEM, VIRGINIA that the Salem City Schools budget for the Fiscal Year 2027 as shown on the attached schedules is hereby approved.

Upon a call for an aye and a nay vote, the same stood as follows:

John Saunders –
H. Hunter Holliday –
Byron Randolph Foley –
Anne Marie Green –
Renee F. Turk –

ATTEST:

H. Robert Light
Clerk of Council City of Salem, Virginia

Salem City Schools				
Summary of Proposed Budget As of April 14, 2026				Attachment A
FY 2027				
<i>Note: This page is shown for general comparison of totals only. This schedule is based on the original adopted budget whereas the detailed budget shows any budget amendments year to date which may differ</i>				
School Operating Fund Budget	FY 2026 Adopted Budget	FY 2027 Proposed Budget as of 4/14/2026	Increase (Decrease) of FY 27 from FY 26 Adopted	Increase (Decrease) %
Revenue				
State Revenue, excluding Sales Tax (1)	\$30,079,820	\$34,771,942	\$4,692,122	15.6% (1)
Sales Tax	4,565,979	4,607,685	41,706	0.9% (2)
Subtotal-All State Revenue	\$34,645,799	\$39,379,627	\$4,733,828	13.7%
Federal Revenue	3,614,257	3,528,821	(85,436)	-2.4% (3)
Local Revenue	24,213,041	24,813,041	600,000	2.5% (4)
Other Revenue	686,396	643,609	(42,787)	-6.2% (5)
Total School Fund Revenue Budget	\$63,159,493	\$68,365,098	\$5,205,605	8.2%
Expenditures				
Central Administration	\$2,451,922	\$2,461,206	\$9,284	0.4% (6)
Instruction-Centralized Cost	9,028,728	9,529,344	500,616	5.5% (7)
Salem High School	13,019,344	13,132,914	113,570	0.9% (8)
Andrew Lewis Middle School	9,613,718	9,320,878	(292,840)	-3.0% (8)
G. W. Carver	4,724,042	4,867,897	143,855	3.0% (8)
West Salem	4,521,858	4,473,520	(48,338)	-1.1% (8)
South Salem	4,421,847	4,424,467	2,620	0.1% (8)
East Salem	4,681,669	4,782,910	101,241	2.2% (8)
Online School	2,048,251	4,526,729	2,478,478	121.0% (1)
Attendance and Health	1,903,071	1,818,103	(84,968)	-4.5% (8)
Transportation	2,586,786	2,670,283	83,497	3.2% (8)
Special Purpose Grants	3,614,257	3,528,821	(85,436)	-2.4% (3)
Non Departmental (Incl Debt Service)	544,000	2,828,026	2,284,026	419.9% (9)
Total School Fund Expenditure Budget	\$63,159,493	\$68,365,098	\$5,205,605	8.2%
Budget Shortfall	\$0	\$0		
(1) State revenue changes due to Compensation Supplement, At Risk & Special Ed Add-on funding updates, rebenchmarking year outcomes, as well as an increase in enrollment due to the online school program.				
(2) Sales tax is budgeted using local estimate (i.e. State's estimate less \$100,000).				
(3) Reflects mostly the FY 26 Amended budget as it is the most updated Federal grant information received. Includes carryover of the Year Round School for EL and Special Education programs grant of \$300,000, in the amount of \$200,000.				
(4) Reflects an increased appropriation from the City of \$600,000.				
(5) Includes an decrease in VWCC tuition rec'd because students no longer pay for these classes, as well as a decrease in the Alternative Ed program funding due to a reduction in student slots available.				
(6) Reflects changes in salaries due to raises and changes in personnel.				
(7) Reflects changes in salaries due to raises and changes in personnel. Also includes addition/removal of positions as directed by the need of the division. Includes increases in textbooks and special education pgm cost increases.				
(8) Reflects changes in salaries due to raises and changes in personnel. Also includes addition/removal of positions as directed by the need of the division. Includes increases in utilities and building maintenance costs.				
(9) Temporary account for Salary Increases from salary study of \$2,185,696 placeholder and anticipated health insurance increase of \$481,080.				

				Increase (Decrease) of FY 27 from FY 26 Adopted	Increase (Decrease) %
Cafeteria Fund Budget		FY 2026 Adopted Budget	FY 2027 Proposed Budget as of 4/14/2026		
<u>Revenue</u>					
Salem High School		\$830,713	\$820,076	(\$10,637)	-1.3%
Andrew Lewis Middle School		596,240	584,330	(11,910)	-2.0%
G W Carver		456,177	450,579	(5,598)	-1.2%
West Salem		292,972	287,629	(5,343)	-1.8%
South Salem		271,169	266,310	(4,859)	-1.8%
East Salem		312,180	307,213	(4,967)	-1.6%
		\$2,759,451	\$2,716,137	(\$43,314)	-1.6%
<u>Expenditures</u>					
Salem High School		\$888,828	\$908,807	\$19,979	2.2%
Andrew Lewis Middle School		665,593	643,015	(22,578)	-3.4%
G W Carver		316,220	306,033	(10,187)	-3.2%
West Salem		300,148	290,191	(9,957)	-3.3%
South Salem		305,227	295,739	(9,488)	-3.1%
East Salem		283,435	272,352	(11,083)	-3.9%
Total Cafeteria Fund Budget		\$2,759,451	\$2,716,137	(\$43,314)	-1.6%
Total Proposed School Budget (School Operating, Grant and Cafeteria)					
		\$65,918,944	\$71,081,235	\$5,162,291	7.8%
		\$0	\$0		



Item #: 6.F.

AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SALEM,
VIRGINIA HELD AT CITY HALL

MEETING DATE: May 11, 2026

AGENDA ITEM: **Review of Budget Adoption for Fiscal Year 2027**
Review of budget adoption for Fiscal Year 2027.

SUBMITTED BY: Rosemarie Jordan, Director of Finance

SUMMARY OF INFORMATION:

The adoption of the FY 2027 budget is a legal requirement per the City Charter in Section 8.3. This step must be completed before July 1 of each year to meet this requirement. The adoption will include all City funds, Salem City Schools and the Capital Improvement Plan. Approval of the budget is for informative and fiscal planning purposes only and does not actually commit or appropriate funds for expenditure. The commitment of funds will not occur until the approval of the second reading of the FY 2027 appropriation ordinance on May 26, 2026. Attached is the list of changes that have been made to the budget since its presentation on April 13, 2026, to City Council.

FISCAL IMPACT:

STAFF RECOMMENDATION:

ATTACHMENTS:

1. Item 6F 5-11-26 Changes Proposed to Final for Council FY2027
2. Civic Center Updated CIP 5.7.26
3. Sheriff Updated CIP 5.7.26

General Fund Budget Changes for FY2027

<u>Expenditure Budget Originally Presented</u>			\$ 119,166,386
10-028-2180-58004	City Sheriff	Motor Vehicles and Equipment	13,000
10-029-2210-55450	Commonwealth Attorney	Lease Offset	(2,000)
10-030-3110-52100	Police	FICA	38,972
10-012-3325-57030	Finance	RVJDC Juvenile Placement Program	(3,662)
10-030-3510-53180	Police	Veterinary Services	1,000
10-012-9107-55656	Finance	McAfee Knob Shuttle	(10,000)
10-012-9110-59500	Finance	Contingency	(2,310)
10-080-8110-58004	Economic Development	Motor Vehicles and Equipment	(35,000)
			-
General Fund Expenditure Budget-Adjusted			<u>\$ 119,166,386</u>

Water Fund Budget Changes for FY2027

<u>Expenditure Budget Originally Presented</u>			\$ 9,793,691
51-012-0024-58010	Meter Readers	Depreciation	(1,513)
51-012-0024-55889	Meter Readers	Billing and Collection Credits	1,513
51-012-0026-52200	Utility Billing	VRS Retirement	36,000
51-012-0026-52300	Utility Billing	Health Insurance	20,000
51-012-0026-55889	Utility Billing	Billing and Collection Credits	(56,000)
51-051-0021-53191	Production	Billing and Collection Costs	13,871
51-051-0021-59500	Production	Contingency	(13,871)
			-
Water Fund Expenditure Budget-Adjusted			<u>\$ 9,793,691</u>

Sewer Fund Budget Changes for FY2027

<u>Expenditure Budget Originally Presented</u>			\$ 9,549,171
52-052-0031-58014	Sewer	Infrastructure Improvements	(550,000)
52-052-0031-59449	Sewer	Transfer to Sewer Capital Fund	550,000
52-052-0031-53191	Sewer	Billing and Collection Costs	13,872
52-052-0031-59500	Sewer	Contingency	(13,872)
			-
Sewer Fund Expenditure Budget-Adjusted			<u>\$ 9,549,171</u>

Electric Fund Budget Changes for FY2027

<u>Expenditure Budget Originally Presented</u>			\$ 54,585,514
54-054-0010-85635	Transmission - Operation	Capacity Charges	(8,098,000)
54-054-0010-85651	Transmission - Operation	Capacity Charges	8,098,000
54-054-0010-85640	Transmission - Operation	ARR Credits	360,000
54-054-0010-85652	Transmission - Operation	ARR Credits	(360,000)
54-054-0014-89030	Customer Service	Customer Billing/Collection	27,744
54-054-0015-89993	Administrative & General - Oper	Contingency	(27,744)
			-
Electric Fund Expenditure Budget-Adjusted			<u>\$ 54,585,514</u>

City of Salem, Virginia
Capital Improvement Plan - Enterprise Funds
2027 through 2032

Project	Prior	2027	2028	2029	2030	2031	2032	Future	Total
Civic Center									
2-Man Genie Lift									
Equipment Purchase	-	-	30,000	-	-	-	-	-	30,000
Enterprise Fund	-	-	30,000	-	-	-	-	-	30,000
Air Handler #2 Hot & Chill Water Coil Replacements									
Construction	-	45,000	-	-	-	-	-	-	45,000
Enterprise Fund	-	45,000	-	-	-	-	-	-	45,000
Annex Ceiling Replacement									
Construction	-	-	85,000	-	-	-	-	-	85,000
Enterprise Fund	-	-	85,000	-	-	-	-	-	85,000
Annex Exterior Patron Doors									
Construction	-	-	90,000	-	-	-	-	-	90,000
Enterprise Fund	-	-	90,000	-	-	-	-	-	90,000
Annex Metal Siding Replacement									
Construction	-	-	40,000	-	-	-	-	-	40,000
Enterprise Fund	-	-	40,000	-	-	-	-	-	40,000
Arena Retractable Platforms with Seats									
Equipment Purchase	-	-	185,000	-	-	-	-	-	185,000
Enterprise Fund	-	-	185,000	-	-	-	-	-	185,000
Arena Sound System									
Equipment Purchase	-	-	300,000	-	-	-	-	-	300,000
Enterprise Fund	-	-	300,000	-	-	-	-	-	300,000
Boom Lift									
Equipment Purchase	-	-	100,000	-	-	-	-	-	100,000
Enterprise Fund	-	-	100,000	-	-	-	-	-	100,000
Carpet Replacement in Parlor Rooms									
Construction	-	-	80,000	-	-	-	-	-	80,000
Enterprise Fund	-	-	80,000	-	-	-	-	-	80,000
Concourse LED Lights									
Equipment Purchase	-	15,000	-	-	-	-	-	-	15,000
Enterprise Fund	-	15,000	-	-	-	-	-	-	15,000
Concrete Dumpster Pad & Privacy Fence near Annex									
Construction	-	-	-	20,000	-	-	-	-	20,000
Enterprise Fund	-	-	-	20,000	-	-	-	-	20,000

City of Salem, Virginia
Capital Improvement Plan - Enterprise Funds
2027 through 2032

Project	Prior	2027	2028	2029	2030	2031	2032	Future	Total
Electric Panels for Stadium Parking Lot									
Equipment Purchase	\$ -	\$ -	\$ 12,000	\$ -	\$ -	\$ -	\$ -	\$ -	12,000
Enterprise Fund	-	-	12,000	-	-	-	-	-	12,000
Exit Door Hardware in both Concourses									
Equipment Purchase	-	-	40,000	-	-	-	-	-	40,000
Enterprise Fund	-	-	40,000	-	-	-	-	-	40,000
Floor Scrubber									
Equipment Purchase	-	-	-	27,000	-	-	-	-	27,000
Enterprise Fund	-	-	-	27,000	-	-	-	-	27,000
Folding Walls in Community Rooms Replacement									
Construction	-	-	-	70,000	-	-	-	-	70,000
Enterprise Fund	-	-	-	70,000	-	-	-	-	70,000
LED Cam Lights in Arena									
Equipment Purchase	-	20,000	-	-	-	-	-	-	20,000
Enterprise Fund	-	20,000	-	-	-	-	-	-	20,000
Lobby 2 Furniture Replacement									
Other	-	15,000	-	-	-	-	-	-	15,000
Enterprise Fund	-	15,000	-	-	-	-	-	-	15,000
Locker Room Renovations									
Construction	-	100,000	-	-	-	-	-	-	100,000
Enterprise Fund	-	100,000	-	-	-	-	-	-	100,000
Main Switch Gear Evaluation									
Planning & Engineering	-	15,000	-	-	-	-	-	-	15,000
Enterprise Fund	-	15,000	-	-	-	-	-	-	15,000
Parking Lot Lighting/Electrical/Paving									
Planning & Engineering	50,000	-	-	-	-	-	-	-	50,000
Construction	175,000	-	-	2,075,000	-	-	-	-	2,250,000
Enterprise Fund	225,000	-	-	2,075,000	-	-	-	-	2,300,000
Roof Repairs Box Office/Parlors									
Construction	-	-	-	250,000	-	-	-	-	250,000
Enterprise Fund	-	-	-	250,000	-	-	-	-	250,000
Seating Section Lighting in Arena									
Equipment Purchase	-	-	13,000	-	-	-	-	-	13,000
Enterprise Fund	-	-	13,000	-	-	-	-	-	13,000

City of Salem, Virginia
Capital Improvement Plan - Enterprise Funds
2027 through 2032

Project	Prior	2027	2028	2029	2030	2031	2032	Future	Total
Spotlights for Arena									
Equipment Purchase	\$ -	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	50,000
Enterprise Fund	-	50,000	-	-	-	-	-	-	50,000
Warehouse Renovations/Racks									
Equipment Purchase	-	-	-	91,000	-	-	-	-	91,000
Enterprise Fund	-	-	-	91,000	-	-	-	-	91,000

City of Salem, Virginia
Capital Improvement Plan - General Fund and Capital Projects Fund
2027 through 2032

Project	Prior	2027	2028	2029	2030	2031	2032	Future	Total
Sheriff									
Vehicle Replacement									
Equipment Purchase	-	70,000	60,000	-	-	-	-	-	130,000
General Fund	-	70,000	60,000	-	-	-	-	-	130,000



Item #: 6.G.

AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SALEM,
VIRGINIA HELD AT CITY HALL

MEETING DATE: May 11, 2026

AGENDA ITEM: **Budget Appropriation Ordinances**
Individually consider on first reading the ordinances
appropriating funds for:

(a) Fiscal Year 2027 City of Salem operating budget and
approval of the Schematic List of Positions and Pay Scale
for Fiscal Year 2027 and:

(b) Fiscal Year 2027 City of Salem capital budget and:

(c) Fiscal Year 2027 budget for Salem City Schools

SUBMITTED BY: Rosemarie Jordan, Director of Finance

SUMMARY OF INFORMATION:

This is the first reading of three ordinances to appropriate funds for Fiscal Year 2027 for the City of Salem operating and capital budgets, Salem City Schools categories, and approve the City of Salem Schematic List of Positions and Pay Scale for Fiscal Year 2027.

The Fiscal Year 2027 operating budget and Capital Improvement Program (CIP) were presented to City Council on April 13, 2026. The operating budget reflects the tax rates adopted at the City Council meeting on May 11, 2026. The proposed budget was advertised in Cardinal News on April 30, 2026, and May 7, 2026. A public hearing was held on the budget on May 11, 2026, to receive oral comments from the public concerning the proposed Fiscal Year 2027 operating budget and capital budget.

Attached for your approval are three budget appropriation ordinances for Fiscal Year 2027 and the Schematic List of Positions and Pay Scale for Fiscal Year 2027. In order to separate Salem City Schools funding from City funding and more clearly distinguish the appropriations of City Council, City staff has divided the appropriation into three ordinances. Each ordinance will be voted on separately. City staff has included a list of changes that have been made to the budget since the presentation on April 13, 2026.

The total City budget for Fiscal Year 2027 is \$251,765,156, which includes the following funds: General, Water, Sewer, Civic Center, Catering, Electric, Debt Service, and Schools. The total excludes transfers. The budget is recommended to be appropriated in three separate budget ordinances.

(a) The first budget ordinance provides funding in the amount of \$175,211,921 in Fiscal Year 2027 for the City's operations budget. The ordinance also approves the City's Schematic List of Positions and Pay Scale for Fiscal Year 2027.

(b) The second budget ordinance provides funding in the amount of \$5,472,000 in Fiscal Year 2027 for the City's capital budget.

(c) The third budget ordinance provides funding in the amount of \$71,081,235 in Fiscal Year 2027 for Salem City Schools.

FISCAL IMPACT:

Approval of the Fiscal Year 2027 budget appropriation ordinances provides funding for City and School operations, transfers, and capital budgets effective July 1, 2026.

STAFF RECOMMENDATION:

Staff recommends individual approval of the first reading for the three Fiscal Year 2027 budget appropriation ordinances. Staff also recommends approval of the attached Schematic List of Positions and Pay Scale for Fiscal Year 2027. The second reading of the three ordinances will be held on May 26, 2026.

ATTACHMENTS:

1. Budget Appropriation Ordinance 5-11-26
2. FY27-Personnel- List of Positions (Formatted by DGM)
3. FY27-Personnel-Pay Scale
4. Changes Proposed to Final for Council FY2027
5. Civic Center Updated CIP 5.7.26
6. Sheriff Updated CIP 5.7.26
7. Ordinance for Capital Appropriation FY2027
8. School Budget Appropriation Ordinance 5-11-26

AN ORDINANCE APPROPRIATING FUNDS FOR THE FISCAL YEAR 2027 OPERATIONS BUDGET AND APPROVAL OF THE SCHEMATIC LIST OF POSITIONS AND PAY SCALE FOR FISCAL YEAR 2026 FOR THE CITY OF SALEM, VIRGINIA.

WHEREAS, upon notice duly published in the newspaper, a public hearing was held on May 11, 2026, concerning the adoption of the annual budget for the City of Salem for Fiscal Year 2027; and

WHEREAS, the Council of the City of Salem, Virginia, approved said budget on May 26, 2026, pursuant to the provisions of Section 8.3 of the Charter of the City of Salem and Chapter 25 of Title 15.2 of the 1950 Code of Virginia, as amended; and

WHEREAS, the first reading of this appropriation ordinance was held on May 11, 2026 and the second reading of this ordinance was held on May 26, 2026, pursuant to the provisions of Section 7.3 of the Charter of the City of Salem.

NOW THEREFORE, be it ordained by the Council of the City of Salem, Virginia, as follows:

1. That the following appropriations are hereby made from the respective funds for the period beginning July 1, 2026 and ending June 30, 2027, for the functions and purposes indicated:

City of Salem, Virginia	
Fiscal Year 2027	
First Reading May 11, 2026; Second Reading May 25, 2026	
	Appropriation Amount
Revenues:	
Carryover	\$ 216,142
Property Taxes	57,294,585
Other Local Taxes	31,193,000
Permits, Privilege Fees and Regulatory Licenses	413,440
Fines and Forfeitures	105,000
Revenue from Use of Money and Property	5,405,116
Charges for Services	4,091,757
Miscellaneous Revenue	636,496
Payment in Lieu of Taxes	3,314,000
Revenue from the Commonwealth - Categorical	13,587,995
Revenue from the Commonwealth - Non-categorical	2,894,357
Revenue from the Federal Government	14,498
Total General Fund Revenues	119,166,386
Debt Service Fund	5,383,417
Water Fund	9,793,691
Sewer Fund	9,549,171

	Appropriation Amount
Civic Center Fund	8,025,213
Electric Fund	54,585,514
Catering Fund	1,215,034
Total Revenue	207,718,426
Less: Transfers	(32,506,505)
Total Net of Transfers	<u>\$ 175,211,921</u>
Expenditures:	
General Government	16,060,426
Judicial Administration	3,351,897
Public Safety	25,488,580
Public Works	16,244,807
Health and Welfare	8,338,840
Education	27,533,581
Parks, Recreation and Culture	9,186,507
Community Development	3,772,596
Transfers to Other Funds	4,502,047
Debt Service	3,044,415
Contingency	1,642,690
Total General Fund Expenditures	<u>119,166,386</u>
Debt Service Fund	5,383,417
Water Fund	9,793,691
Sewer Fund	9,549,171
Civic Center Fund	8,025,213
Electric Fund	54,585,514
Catering Fund	1,215,034
Total Expenditures	207,718,426
Less: Transfers	(32,506,505)
Total Net of Transfers	<u>\$ 175,211,921</u>

2. The City Manager may authorize or delegate the authorization of the transfer of any unencumbered balance or portion thereof from one department to another within the same fund.
3. That all funded outstanding encumbrances at June 30, 2026 are re-appropriated to the 2027 fiscal year to the same department and account for which they are encumbered in the previous year.
4. That the City Council approves the City of Salem Schematic List of Positions and Pay Scale. The Schematic List of Positions and Pay Scale included as part of this ordinance are effective July 1, 2026.
5. That the budget, along with the list of changes, contains a complete itemized and classified plan of all contemplated expenditures and all estimated revenues for the ensuing year

This ordinance shall take effect July 1, 2026.

Upon a call for an aye and a nay vote, the same stood as follows:

John Saunders –
H. Hunter Holliday –
Byron Randolph Foley –
Anne Marie Green –
Renee F. Turk –

Passed:

Effective:

/s/ Renee F. Turk
Mayor

ATTEST:

H. Robert Light
Clerk of Council
City of Salem, Virginia

City of Salem, Virginia
Schematic List of Positions- Fiscal Year 2027

Job Title	Pay Grade	Min	Mid	Max
Account Services Supervisor	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
Accountant	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
Accounting Assistant	22	\$ 38,946.24	\$ 50,630.12	\$ 62,313.99
Accounting Manager	36	\$ 77,110.90	\$ 100,244.17	\$ 123,377.43
Accounting Technician	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Accreditation Manager	27	\$ 49,706.37	\$ 64,618.28	\$ 79,530.19
Administrative Assistant	21	\$ 37,091.66	\$ 48,219.16	\$ 59,346.66
Animal Control Officer	29	\$ 54,801.27	\$ 71,241.66	\$ 87,682.04
Animal Shelter Manager	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
Animal Shelter Worker	21	\$ 37,091.66	\$ 48,219.16	\$ 59,346.66
Applications Manager	36	\$ 77,110.90	\$ 100,244.17	\$ 123,377.43
Assistant Chief WTP Operator	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
Assistant Commonwealth Attorney	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Assistant Director of Civic Facilities	39	\$ 89,265.50	\$ 116,045.15	\$ 142,824.80
Assistant Director of Community Development/Engineer	40	\$ 93,728.78	\$ 121,847.41	\$ 149,966.04
Assistant Director of Electric Utility	40	\$ 93,728.78	\$ 121,847.41	\$ 149,966.04
Assistant Director of Finance	39	\$ 89,265.50	\$ 116,045.15	\$ 142,824.80
Assistant Director of Human Resources	39	\$ 89,265.50	\$ 116,045.15	\$ 142,824.80
Assistant Director of Parks & Recreation	39	\$ 89,265.50	\$ 116,045.15	\$ 142,824.80
Assistant Director of Streets and General Maintenance	40	\$ 93,728.78	\$ 121,847.41	\$ 149,966.04
Assistant Director of Water and Sewer	40	\$ 93,728.78	\$ 121,847.41	\$ 149,966.04
Assistant Food and Beverage Manager	26	\$ 47,339.40	\$ 61,541.22	\$ 75,743.04
Assistant Recreation Program Supervisor	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
Assistant Telecommunicator Manager	35	\$ 73,438.95	\$ 95,470.63	\$ 117,502.32
Assistant to the City Manager	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Assistant Utility Lines Manager	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
Assistant Utility Maintenance Manager	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
Asst Dir of Streets and GM-Street Super	40	\$ 93,728.78	\$ 121,847.41	\$ 149,966.04
Automotive Mechanic	26	\$ 47,339.40	\$ 61,541.22	\$ 75,743.04
Automotive Service Worker	21	\$ 37,091.66	\$ 48,219.16	\$ 59,346.66
Box Office Supervisor	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Building Engineer	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
Building Maintenance Assistant	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Building Maintenance Superintendent	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Building Maintenance Technician I	26	\$ 47,339.40	\$ 61,541.22	\$ 75,743.04
Building Maintenance Technician II	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Building Maintenance Technician III	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
Building Official	36	\$ 77,110.90	\$ 100,244.17	\$ 123,377.43
Business Analyst I	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Business Analyst II	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
Business Analyst III	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
Captain Deputy Sheriff	36	\$ 77,110.90	\$ 100,244.17	\$ 123,377.43
Chef	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
Chief Deputy Commissioner of the Revenue	32	\$ 63,439.33	\$ 82,471.12	\$ 101,502.92
Chief Deputy Court Clerk I	32	\$ 63,439.33	\$ 82,471.12	\$ 101,502.92
Chief Deputy Treasurer	32	\$ 63,439.33	\$ 82,471.12	\$ 101,502.92
Chief Engineer	38	\$ 85,014.76	\$ 110,519.19	\$ 136,023.62
Chief of Police	44	\$ 113,927.91	\$ 148,106.29	\$ 182,284.66
Chief WTP Operator	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Childrens Services Supervisor	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14

City of Salem, Virginia
Schematic List of Positions- Fiscal Year 2027

Job Title	Pay Grade	Min	Mid	Max
City Assessor	42	\$ 103,335.98	\$ 134,336.77	\$ 165,337.56
City Garage Supervisor	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
City Horticulturist	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Civic Center Booking Coordinator	22	\$ 38,946.24	\$ 50,630.12	\$ 62,313.99
Civic Center Events & Production Manager	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
Civic Center Events Manager	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
Civic Center Mechanic	26	\$ 47,339.40	\$ 61,541.22	\$ 75,743.04
Civic Center Operations Supervisor	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
Civic Center Operations Worker	20	\$ 35,325.39	\$ 45,923.01	\$ 56,520.62
Civic Center Public Relations Associate	20	\$ 35,325.39	\$ 45,923.01	\$ 56,520.62
Civic Facilities Sales Representative	29	\$ 54,801.27	\$ 71,241.66	\$ 87,682.04
Civil Engineer I	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
Civil Engineer II	35	\$ 73,438.95	\$ 95,470.63	\$ 117,502.32
Codes Compliance Investigator I	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
Codes Enforcement Officer I	26	\$ 47,339.40	\$ 61,541.22	\$ 75,743.04
Codes Enforcement Officer II	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Communications Specialist	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Construction Inspector	26	\$ 47,339.40	\$ 61,541.22	\$ 75,743.04
Construction Project Manager	32	\$ 63,439.33	\$ 82,471.12	\$ 101,502.92
Crime Analyst	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Custodian	20	\$ 35,325.39	\$ 45,923.01	\$ 56,520.62
Deputy Chief of Police	41	\$ 98,415.22	\$ 127,939.78	\$ 157,464.34
Deputy City Clerk-Executive Assistant	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Deputy Commonwealth Attorney	39	\$ 89,265.50	\$ 116,045.15	\$ 142,824.80
Deputy Court Clerk II	22	\$ 38,946.24	\$ 50,630.12	\$ 62,313.99
Deputy Court Clerk III	26	\$ 47,339.40	\$ 61,541.22	\$ 75,743.04
Deputy Fire Chief	40	\$ 93,728.78	\$ 121,847.41	\$ 149,966.04
Deputy Registrar	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Deputy Sheriff I	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Deputy Sheriff II	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
Deputy Treasurer I	22	\$ 38,946.24	\$ 50,630.12	\$ 62,313.99
Deputy Treasurer II	24	\$ 42,938.23	\$ 55,819.70	\$ 68,701.17
Director of Civic Facilities	43	\$ 108,502.77	\$ 141,053.61	\$ 173,604.44
Director of Communications	42	\$ 103,335.98	\$ 134,336.77	\$ 165,337.56
Director of Community Development	44	\$ 113,927.91	\$ 148,106.29	\$ 182,284.66
Director of Economic Development	43	\$ 108,502.77	\$ 141,053.61	\$ 173,604.44
Director of Electric Utility	44	\$ 113,927.91	\$ 148,106.29	\$ 182,284.66
Director of Finance	44	\$ 113,927.91	\$ 148,106.29	\$ 182,284.66
Director of Human Resources	43	\$ 108,502.77	\$ 141,053.61	\$ 173,604.44
Director of Parks and Recreation	43	\$ 108,502.77	\$ 141,053.61	\$ 173,604.44
Director of Streets and General Maint	43	\$ 108,502.77	\$ 141,053.61	\$ 173,604.44
Director of Technology Systems	44	\$ 113,927.91	\$ 148,106.29	\$ 182,284.66
Director of Water and Sewer	43	\$ 108,502.77	\$ 141,053.61	\$ 173,604.44
Economic Development Specialist	26	\$ 47,339.40	\$ 61,541.22	\$ 75,743.04
Electric Chief Engineer	38	\$ 85,014.76	\$ 110,519.19	\$ 136,023.62
Electric Line Crew Leader	35	\$ 73,438.95	\$ 95,470.63	\$ 117,502.32
Electric Line Supervisor	36	\$ 77,110.90	\$ 100,244.17	\$ 123,377.43
Electric Line Technician I	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Electric Line Technician II	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
Electric Meter Technician	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69

City of Salem, Virginia
Schematic List of Positions- Fiscal Year 2027

Job Title	Pay Grade	Min	Mid	Max
Electrical Engineer	37	\$ 80,966.44	\$ 105,256.37	\$ 129,546.31
Electrical Engineering Technician	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
EMS Billing Specialist	21	\$ 37,091.66	\$ 48,219.16	\$ 59,346.66
EMS Captain	35	\$ 73,438.95	\$ 95,470.63	\$ 117,502.32
EMS Coordinator	38	\$ 85,014.76	\$ 110,519.19	\$ 136,023.62
Equipment Operator I	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Equipment Operator II	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
Equipment Operator III	27	\$ 49,706.37	\$ 64,618.28	\$ 79,530.19
Evidence Technician	21	\$ 37,091.66	\$ 48,219.16	\$ 59,346.66
Financial Services Supervisor	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Fire Administrative Captain	35	\$ 73,438.95	\$ 95,470.63	\$ 117,502.32
Fire and EMS Training Officer	38	\$ 85,014.76	\$ 110,519.19	\$ 136,023.62
Fire Battalion Chief Administration	38	\$ 85,014.76	\$ 110,519.19	\$ 136,023.62
Fire Battalion Chief Operations	38	\$ 85,014.76	\$ 110,519.19	\$ 136,023.62
Fire Captain	35	\$ 73,438.95	\$ 95,470.63	\$ 117,502.32
Fire Chief	44	\$ 113,927.91	\$ 148,106.29	\$ 182,284.66
Fire Lieutenant	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
Firefighter EMT	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Firefighter Paramedic	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
Fleet Management Superintendent	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Food and Beverage Manager	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
GIS Analyst	27	\$ 49,706.37	\$ 64,618.28	\$ 79,530.19
GIS Manager	36	\$ 77,110.90	\$ 100,244.17	\$ 123,377.43
Human Resources Systems Specialist	27	\$ 49,706.37	\$ 64,618.28	\$ 79,530.19
Human Resource Technician	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Human Resource Consultant	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
Inventory and Procurement Specialist	24	\$ 42,938.23	\$ 55,819.70	\$ 68,701.17
Inventory Assistant	20	\$ 35,325.39	\$ 45,923.01	\$ 56,520.62
Inventory Technician	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Laborer	20	\$ 35,325.39	\$ 45,923.01	\$ 56,520.62
Lead Lineman	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Legal Administrator	26	\$ 47,339.40	\$ 61,541.22	\$ 75,743.04
Librarian	29	\$ 54,801.27	\$ 71,241.66	\$ 87,682.04
Library Director	42	\$ 103,335.98	\$ 134,336.77	\$ 165,337.56
Library Technician	22	\$ 38,946.24	\$ 50,630.12	\$ 62,313.99
Lieutenant Deputy Sheriff	35	\$ 73,438.95	\$ 95,470.63	\$ 117,502.32
Maintenance-Construction Worker I	21	\$ 37,091.66	\$ 48,219.16	\$ 59,346.66
Maintenance-Construction Worker II	22	\$ 38,946.24	\$ 50,630.12	\$ 62,313.99
Major Deputy Sheriff	38	\$ 85,014.76	\$ 110,519.19	\$ 136,023.62
Master Deputy Sheriff	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
Master Deputy Sheriff II	32	\$ 63,439.33	\$ 82,471.12	\$ 101,502.92
Master Police Officer	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
Meter Reader	21	\$ 37,091.66	\$ 48,219.16	\$ 59,346.66
Meter Service Supervisor	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Network Administrator	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Office Manager	27	\$ 49,706.37	\$ 64,618.28	\$ 79,530.19
Organizational Development and Training Coordinator	32	\$ 63,439.33	\$ 82,471.12	\$ 101,502.92
Paralegal	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Parks and Recreation Superintendent	36	\$ 77,110.90	\$ 100,244.17	\$ 123,377.43
Payroll Manager	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07

City of Salem, Virginia
Schematic List of Positions- Fiscal Year 2027

Job Title	Pay Grade	Min	Mid	Max
Payroll Technician	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
Permit Technician	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Planner I	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
Planner II	35	\$ 73,438.95	\$ 95,470.63	\$ 117,502.32
Planning and Zoning Administrator	36	\$ 77,110.90	\$ 100,244.17	\$ 123,377.43
Police Captain	38	\$ 85,014.76	\$ 110,519.19	\$ 136,023.62
Police Lieutenant	35	\$ 73,438.95	\$ 95,470.63	\$ 117,502.32
Police Officer	29	\$ 54,801.27	\$ 71,241.66	\$ 87,682.04
Police Records Specialist	21	\$ 37,091.66	\$ 48,219.16	\$ 59,346.66
Police Sergeant	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
Project Manager	36	\$ 77,110.90	\$ 100,244.17	\$ 123,377.43
Purchasing Manager	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
Real Estate Appraiser	27	\$ 49,706.37	\$ 64,618.28	\$ 79,530.19
Recreation Maintenance Worker	20	\$ 35,325.39	\$ 45,923.01	\$ 56,520.62
Recreation Program Supervisor I	27	\$ 49,706.37	\$ 64,618.28	\$ 79,530.19
Recreation Program Supervisor II	29	\$ 54,801.27	\$ 71,241.66	\$ 87,682.04
Recreation Program Manager	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
Recreation Site Supervisor	24	\$ 42,938.23	\$ 55,819.70	\$ 68,701.17
Risk Manager	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Sanitation Equipment Operator	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
Sanitation Foreman	31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
Sanitation Superintendent	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Sanitation Worker	22	\$ 38,946.24	\$ 50,630.12	\$ 62,313.99
Senior Accountant	32	\$ 63,439.33	\$ 82,471.12	\$ 101,502.92
Senior Administrative Assistant	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Senior Animal Control Officer	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
Senior Automotive Mechanic	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Senior Codes Compliance Investigator	32	\$ 63,439.33	\$ 82,471.12	\$ 101,502.92
Senior Firefighter EMT	29	\$ 54,801.27	\$ 71,241.66	\$ 87,682.04
Senior Firefighter Paramedic	32	\$ 63,439.33	\$ 82,471.12	\$ 101,502.92
Senior Human Resource Consultant	32	\$ 63,439.33	\$ 82,471.12	\$ 101,502.92
Senior Librarian	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
Senior Library Assistant	22	\$ 38,946.24	\$ 50,630.12	\$ 62,313.99
Senior Meter Reader	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Senior Police Officer	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
Senior Police Records Specialist	22	\$ 38,946.24	\$ 50,630.12	\$ 62,313.99
Senior Programmer Analyst	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
Senior Real Estate Appraiser	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
Senior Tax Technician	24	\$ 42,938.23	\$ 55,819.70	\$ 68,701.17
Senior WTP Operator	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Sergeant Deputy Sheriff	33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
Small Engine Mechanic	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
Sous Chef	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Stormwater Manager	35	\$ 73,438.95	\$ 95,470.63	\$ 117,502.32
Strategic Initiative Coordinator	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Streets Crew Supervisor	29	\$ 54,801.27	\$ 71,241.66	\$ 87,682.04
Streets Superintendent	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Tax Specialist	26	\$ 47,339.40	\$ 61,541.22	\$ 75,743.04
Tax Supervisor	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Technical Services Supervisor	30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14

City of Salem, Virginia
Schematic List of Positions- Fiscal Year 2027

Job Title	Pay Grade	Min	Mid	Max
Technology Manager	36	\$ 77,110.90	\$ 100,244.17	\$ 123,377.43
Technology Support Specialist	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
Telecommunications Manager	38	\$ 85,014.76	\$ 110,519.19	\$ 136,023.62
Telecommunicator I	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
Telecommunicator II	27	\$ 49,706.37	\$ 64,618.28	\$ 79,530.19
Transfer Clerk	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Tree Trimmer	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
Utility Asset Manager	38	\$ 85,014.76	\$ 110,519.19	\$ 136,023.62
Utility Billing Specialist	24	\$ 42,938.23	\$ 55,819.70	\$ 68,701.17
Utility Lines Crew Supervisor	29	\$ 54,801.27	\$ 71,241.66	\$ 87,682.04
Utility Lines Manager	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Utility Lines Technician I	21	\$ 37,091.66	\$ 48,219.16	\$ 59,346.66
Utility Lines Technician II	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Utility Locator	24	\$ 42,938.23	\$ 55,819.70	\$ 68,701.17
Utility Maintenance Manager	34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
Utility Maintenance Mechanic	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
Utility Maintenance Technician	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Water Meter Mechanic	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
Water Quality Manager	28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
WTP Operator Class I	27	\$ 49,706.37	\$ 64,618.28	\$ 79,530.19
WTP Operator Class II	25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
WTP Operator III	23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
WTP Operator Trainee	22	\$ 38,946.24	\$ 50,630.12	\$ 62,313.99

**City of Salem, Virginia
Pay Scale for Fiscal Year 2027**

Range	Range Minimum	Range Midpoint	Range Maximum
20	\$ 35,325.39	\$ 45,923.01	\$ 56,520.62
21	\$ 37,091.66	\$ 48,219.16	\$ 59,346.66
22	\$ 38,946.24	\$ 50,630.12	\$ 62,313.99
23	\$ 40,893.55	\$ 53,161.62	\$ 65,429.69
24	\$ 42,938.23	\$ 55,819.70	\$ 68,701.17
25	\$ 45,085.14	\$ 58,610.69	\$ 72,136.23
26	\$ 47,339.40	\$ 61,541.22	\$ 75,743.04
27	\$ 49,706.37	\$ 64,618.28	\$ 79,530.19
28	\$ 52,191.69	\$ 67,849.20	\$ 83,506.70
29	\$ 54,801.27	\$ 71,241.66	\$ 87,682.04
30	\$ 57,541.34	\$ 74,803.74	\$ 92,066.14
31	\$ 60,418.40	\$ 78,543.93	\$ 96,669.45
32	\$ 63,439.33	\$ 82,471.12	\$ 101,502.92
33	\$ 66,611.29	\$ 86,594.68	\$ 106,578.07
34	\$ 69,941.86	\$ 90,924.41	\$ 111,906.97
35	\$ 73,438.95	\$ 95,470.63	\$ 117,502.32
36	\$ 77,110.90	\$ 100,244.17	\$ 123,377.43
37	\$ 80,966.44	\$ 105,256.37	\$ 129,546.31
38	\$ 85,014.76	\$ 110,519.19	\$ 136,023.62
39	\$ 89,265.50	\$ 116,045.15	\$ 142,824.80
40	\$ 93,728.78	\$ 121,847.41	\$ 149,966.04
41	\$ 98,415.22	\$ 127,939.78	\$ 157,464.34
42	\$ 103,335.98	\$ 134,336.77	\$ 165,337.56
43	\$ 108,502.77	\$ 141,053.61	\$ 173,604.44
44	\$ 113,927.91	\$ 148,106.29	\$ 182,284.66
45	\$ 119,624.31	\$ 155,511.60	\$ 191,398.89

General Fund Budget Changes for FY2027

<u>Expenditure Budget Originally Presented</u>			\$ 119,166,386
10-028-2180-58004	City Sheriff	Motor Vehicles and Equipment	13,000
10-029-2210-55450	Commonwealth Attorney	Lease Offset	(2,000)
10-030-3110-52100	Police	FICA	38,972
10-012-3325-57030	Finance	RVJDC Juvenile Placement Program	(3,662)
10-030-3510-53180	Police	Veterinary Services	1,000
10-012-9107-55656	Finance	McAfee Knob Shuttle	(10,000)
10-012-9110-59500	Finance	Contingency	(2,310)
10-080-8110-58004	Economic Development	Motor Vehicles and Equipment	(35,000)
			-
General Fund Expenditure Budget-Adjusted			<u>\$ 119,166,386</u>

Water Fund Budget Changes for FY2027

<u>Expenditure Budget Originally Presented</u>			\$ 9,793,691
51-012-0024-58010	Meter Readers	Depreciation	(1,513)
51-012-0024-55889	Meter Readers	Billing and Collection Credits	1,513
51-012-0026-52200	Utility Billing	VRS Retirement	36,000
51-012-0026-52300	Utility Billing	Health Insurance	20,000
51-012-0026-55889	Utility Billing	Billing and Collection Credits	(56,000)
51-051-0021-53191	Production	Billing and Collection Costs	13,871
51-051-0021-59500	Production	Contingency	(13,871)
			-
Water Fund Expenditure Budget-Adjusted			<u>\$ 9,793,691</u>

Sewer Fund Budget Changes for FY2027

<u>Expenditure Budget Originally Presented</u>			\$ 9,549,171
52-052-0031-58014	Sewer	Infrastructure Improvements	(550,000)
52-052-0031-59449	Sewer	Transfer to Sewer Capital Fund	550,000
52-052-0031-53191	Sewer	Billing and Collection Costs	13,872
52-052-0031-59500	Sewer	Contingency	(13,872)
			-
Sewer Fund Expenditure Budget-Adjusted			<u>\$ 9,549,171</u>

Electric Fund Budget Changes for FY2027

<u>Expenditure Budget Originally Presented</u>			\$ 54,585,514
54-054-0010-85635	Transmission - Operation	Capacity Charges	(8,098,000)
54-054-0010-85651	Transmission - Operation	Capacity Charges	8,098,000
54-054-0010-85640	Transmission - Operation	ARR Credits	360,000
54-054-0010-85652	Transmission - Operation	ARR Credits	(360,000)
54-054-0014-89030	Customer Service	Customer Billing/Collection	27,744
54-054-0015-89993	Administrative & General - Oper	Contingency	(27,744)
			-
Electric Fund Expenditure Budget-Adjusted			<u>\$ 54,585,514</u>

City of Salem, Virginia
Capital Improvement Plan - Enterprise Funds
2027 through 2032

Project	Prior	2027	2028	2029	2030	2031	2032	Future	Total
Civic Center									
2-Man Genie Lift									
Equipment Purchase	-	-	30,000	-	-	-	-	-	30,000
Enterprise Fund	-	-	30,000	-	-	-	-	-	30,000
Air Handler #2 Hot & Chill Water Coil Replacements									
Construction	-	45,000	-	-	-	-	-	-	45,000
Enterprise Fund	-	45,000	-	-	-	-	-	-	45,000
Annex Ceiling Replacement									
Construction	-	-	85,000	-	-	-	-	-	85,000
Enterprise Fund	-	-	85,000	-	-	-	-	-	85,000
Annex Exterior Patron Doors									
Construction	-	-	90,000	-	-	-	-	-	90,000
Enterprise Fund	-	-	90,000	-	-	-	-	-	90,000
Annex Metal Siding Replacement									
Construction	-	-	40,000	-	-	-	-	-	40,000
Enterprise Fund	-	-	40,000	-	-	-	-	-	40,000
Arena Retractable Platforms with Seats									
Equipment Purchase	-	-	185,000	-	-	-	-	-	185,000
Enterprise Fund	-	-	185,000	-	-	-	-	-	185,000
Arena Sound System									
Equipment Purchase	-	-	300,000	-	-	-	-	-	300,000
Enterprise Fund	-	-	300,000	-	-	-	-	-	300,000
Boom Lift									
Equipment Purchase	-	-	100,000	-	-	-	-	-	100,000
Enterprise Fund	-	-	100,000	-	-	-	-	-	100,000
Carpet Replacement in Parlor Rooms									
Construction	-	-	80,000	-	-	-	-	-	80,000
Enterprise Fund	-	-	80,000	-	-	-	-	-	80,000
Concourse LED Lights									
Equipment Purchase	-	15,000	-	-	-	-	-	-	15,000
Enterprise Fund	-	15,000	-	-	-	-	-	-	15,000
Concrete Dumpster Pad & Privacy Fence near Annex									
Construction	-	-	-	20,000	-	-	-	-	20,000
Enterprise Fund	-	-	-	20,000	-	-	-	-	20,000

City of Salem, Virginia
Capital Improvement Plan - Enterprise Funds
2027 through 2032

Project	Prior	2027	2028	2029	2030	2031	2032	Future	Total
Electric Panels for Stadium Parking Lot									
Equipment Purchase	\$ -	\$ -	\$ 12,000	\$ -	\$ -	\$ -	\$ -	\$ -	12,000
Enterprise Fund	-	-	12,000	-	-	-	-	-	12,000
Exit Door Hardware in both Concourses									
Equipment Purchase	-	-	40,000	-	-	-	-	-	40,000
Enterprise Fund	-	-	40,000	-	-	-	-	-	40,000
Floor Scrubber									
Equipment Purchase	-	-	-	27,000	-	-	-	-	27,000
Enterprise Fund	-	-	-	27,000	-	-	-	-	27,000
Folding Walls in Community Rooms Replacement									
Construction	-	-	-	70,000	-	-	-	-	70,000
Enterprise Fund	-	-	-	70,000	-	-	-	-	70,000
LED Cam Lights in Arena									
Equipment Purchase	-	20,000	-	-	-	-	-	-	20,000
Enterprise Fund	-	20,000	-	-	-	-	-	-	20,000
Lobby 2 Furniture Replacement									
Other	-	15,000	-	-	-	-	-	-	15,000
Enterprise Fund	-	15,000	-	-	-	-	-	-	15,000
Locker Room Renovations									
Construction	-	100,000	-	-	-	-	-	-	100,000
Enterprise Fund	-	100,000	-	-	-	-	-	-	100,000
Main Switch Gear Evaluation									
Planning & Engineering	-	15,000	-	-	-	-	-	-	15,000
Enterprise Fund	-	15,000	-	-	-	-	-	-	15,000
Parking Lot Lighting/Electrical/Paving									
Planning & Engineering	50,000	-	-	-	-	-	-	-	50,000
Construction	175,000	-	-	2,075,000	-	-	-	-	2,250,000
Enterprise Fund	225,000	-	-	2,075,000	-	-	-	-	2,300,000
Roof Repairs Box Office/Parlors									
Construction	-	-	-	250,000	-	-	-	-	250,000
Enterprise Fund	-	-	-	250,000	-	-	-	-	250,000
Seating Section Lighting in Arena									
Equipment Purchase	-	-	13,000	-	-	-	-	-	13,000
Enterprise Fund	-	-	13,000	-	-	-	-	-	13,000

City of Salem, Virginia
Capital Improvement Plan - Enterprise Funds
2027 through 2032

Project	Prior	2027	2028	2029	2030	2031	2032	Future	Total
Spotlights for Arena									
Equipment Purchase	\$ -	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	50,000
Enterprise Fund	-	50,000	-	-	-	-	-	-	50,000
Warehouse Renovations/Racks									
Equipment Purchase	-	-	-	91,000	-	-	-	-	91,000
Enterprise Fund	-	-	-	91,000	-	-	-	-	91,000

City of Salem, Virginia
Capital Improvement Plan - General Fund and Capital Projects Fund
2027 through 2032

Project	Prior	2027	2028	2029	2030	2031	2032	Future	Total
Sheriff									
Vehicle Replacement									
Equipment Purchase	-	70,000	60,000	-	-	-	-	-	130,000
General Fund	-	70,000	60,000	-	-	-	-	-	130,000

AN ORDINANCE APPROPRIATING FUNDS FOR THE FISCAL YEAR 2027 CAPITAL BUDGET FOR THE CITY OF SALEM, VIRGINIA

WHEREAS, upon notice duly published in the newspaper, a public hearing was held on May 11, 2026, concerning the adoption of the annual budget for the City of Salem for Fiscal Year 2027; and

WHEREAS, City Council of the City of Salem, Virginia, approved said budget on May 26, 2026, pursuant to the provisions of Section 8.3 of the Charter of the City of Salem and Chapter 25 of Title 15.2 of the 1950 Code of Virginia, as amended; and

WHEREAS, the first reading of this appropriation ordinance was held on May 11, 2026, and the second reading of this ordinance was held on May 26, 2026, pursuant to the provisions of section 7.3 of Charter of the City of Salem

NOW THEREFORE, be it ordained by the Council of the City of Salem, Virginia, as follows:

1. That the following appropriations are hereby made from the respective funds for the period beginning July 1, 2026, and ending June 30, 2027, for the functions and purposes indicated:

City of Salem, Virginia	
Fiscal Year 2027	
Capital Projects Appropriations	
First Reading May 11, 2026; Second Reading May 26, 2026	
	Appropriation Amount
Revenues:	
Transfer from General Fund to Capital Projects Fund	\$ 2,192,000
Transfer from Water Fund to Water Capital Fund	1,200,000
Transfer from Sewer Fund to Sewer Capital Fund	2,080,000
Total Revenue	\$ 5,472,000
Expenditures:	
Capital Projects Fund	\$ 2,192,000
Water Capital Fund	1,200,000
Sewer Capital Fund	2,080,000
Total Expenditures	\$ 5,472,000

2. That the City Manager may authorize the transfer of any unencumbered balance or portion thereof from one project to another so as to provide for the completion of a capital project.
3. That all funded outstanding capital encumbrances at June 30, 2026, are re-appropriated to Fiscal Year 2027 to the same account for which they are encumbered in the previous year.

4. That appropriations designated for capital projects will not lapse at the end of the fiscal year but shall remain appropriated until the completion of the project or until the City Council, by appropriate action, changes or eliminates the appropriation. Upon completion of a capital project, staff is authorized to close out the project and transfer to the funding source any remaining balances. This section applies to appropriations for capital projects at June 30, 2026, and appropriations in the 2027 fiscal year budget.

This ordinance shall take effect July 1, 2026.

Upon a call for an aye and a nay vote, the same stood as follows:

H. Hunter Holliday –
Anne Marie Green –
Byron Randolph Foley –
John Saunders –
Renee F. Turk –

Passed:
Effective:

/s/ Renee F. Turk
Mayor

ATTEST:

H. Robert Light
Clerk of Council
City of Salem, Virginia

AN ORDINANCE APPROPRIATING FUNDS FOR THE FISCAL YEAR 2027 SALEM CITY SCHOOLS

WHEREAS, upon notice duly published in the newspaper, a public hearing was held on May 11, 2026, concerning the adoption of the annual budget for the City of Salem for Fiscal Year 2027; and

WHEREAS, the Council of the City of Salem, Virginia approved said budget on May 11, 2026, pursuant to the provisions of Section 8.3 of Salem City Code and Chapter 25 of Title 15.2 of the 1950 Code of Virginia, as amended, and

WHEREAS, the first reading of this appropriation ordinance was held on May 11, 2026, and the second reading of this ordinance was held on May 26, 2026, pursuant to the provisions of Section 7.3 of the Salem City Code.

NOW THEREFORE, be it ordained by the Council of the City of Salem, Virginia as follows:

1. That the following appropriations are hereby made from the respective funds for the period beginning July 1, 2026 and ending June 30, 2027 for the functions and purposes indicated.

City of Salem, Virginia
 FY 2027
 Salem City Schools
 First Reading May 11, 2026; Second Reading May 26, 2026

	Appropriation Amount
<u>Revenue</u>	
State Revenue, excluding Sales Tax	\$34,771,942
Sales Tax	4,607,685
Federal Revenue	3,528,821
Local Revenue	24,813,041
Other Revenue	643,609
Food Service	2,716,137
Total School Fund Revenue Budget	\$71,081,235
<u>Expenditures</u>	
Instruction	\$51,123,590
Administration, Attendance and Health	4,086,376
Pupil Transportation	2,676,227
Operations and Maintenance	4,430,502
Food Service	2,716,137

